



NOT JUST ANY JOB, GOOD JOBS! YOUTH VOICES FROM ACROSS THE UK

SURVEY FINDINGS

A report for the Health Foundation's
'Young People's Future Health Inquiry'



‘Not just any job, good jobs!’: Youth voices from across the UK

**Foreword from Jo Bibby, Director of Health at the
Health Foundation**

Before the life changing events of the Covid-19 pandemic, the Health Foundation's Young people's future health inquiry identified that the needs of young people aged between 12-24 are often overlooked by policymakers. The last 18 months have meant that young people are now at the top of the policy agenda. Whilst largely unaffected by the virus itself, the containment measures have touched upon all aspects of young people's lives, from missing education, being isolated from wider support networks through to greater risk of losing their jobs.

The government was quick to respond to the scale of need, putting in place employment schemes that buffered young people against the worst of the economic downturn and helping unemployed young people find new roles. The size and speed of the response demonstrated that, with impetus, the government can create meaningful changes in the labour market and improve young people's employment prospects.

As the country now looks towards the future, policymakers must now ask what lessons can be learned from the pandemic – and, crucially - how can we create a fairer, more equitable labour market for current and future generations of young people?

This report by the Institute of Employment Studies comes at a critical juncture for the UK. The government faces significant challenges ahead supporting people to recover from the multiple and varied blows dealt by the pandemic, alongside ambitions to address long-standing regional divides across the country. Delivering a better deal at work for young people should be at the top of this agenda, and this report sets out how employers and the government can work together to achieve this.

The Young people's future health inquiry was set up to identify what young people need most to make a smooth transition into adulthood and secure the building blocks for a healthy future – a home, a job and a friend. Listening to young people from across the UK, we found that achieving this rested on four key assets: appropriate skills and education, emotional support, social connections, and a financial and practical safety net.

The importance of these assets are reflected throughout this report, as young people share stories of feeling unknowledgeable about the world of work and unsure of who to turn to for guidance, or that they lack skills needed to secure the jobs they want.

Young people's voices have been at the heart of the Inquiry since its inception, and I am pleased that this continues to be a priority in the Inquiry's next phase. It's essential that we continue to put young people's voices at the forefront of the debate, and this report successfully amplifies different voices from across the UK, representing a multitude of experiences and perspectives, and ideas on what can be done to create change.

A handwritten signature in blue ink that reads 'Jo Bibby'.

Institute for Employment Studies
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IES is an independent, apolitical, international centre of research and consultancy in public employment policy and HR management. It works closely with employers in all sectors, government departments, agencies, professional bodies and associations. IES is a focus of knowledge and practical experience in employment and training policy, the operation of labour markets, and HR planning and development. IES is a not-for-profit organisation.

The Health Foundation
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The Health Foundation is an independent charity committed to bringing about better health and health care for people in the UK. Their aim is a healthier population, supported by high quality health care that can be equitably accessed. From giving grants to those working at the front line to carrying out research and policy analysis, they shine a light on how to make successful change happen. The Health Foundation use what they know works on the ground to inform effective policymaking and vice versa. They believe good health and health care are key to a flourishing society. Through sharing what they learn, collaborating with others and building people's skills and knowledge, they aim to make a difference and contribute to a healthier population.

The young people's future health inquiry
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This report is part of the [Young people's future health inquiry](#) which is funded by the Health Foundation. The inquiry is a first-of-its-kind research and engagement project that set out to consider how the experiences of young people today are likely to shape their future health outcomes. This report forms part of a wider programme of policy research in the [action phase](#) of the inquiry. The research is led by IES across the four UK nations and is focused on understanding how to improve access to good youth employment and amplifying the voices of young people in research and policy-influencing.

Acknowledgments
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About the author
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Cristiana Orlando is a Research Fellow at IES, leading the programme of research on improving access to good quality youth employment as part of the employment strand of the Young people's future health inquiry.



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KEY FINDINGS

Key findings

Young people's views of good work

A job that is interesting and fulfilling, and that is in their preferred sector were the top two factors selected by young people when ranking the dimensions of the quality of work, from most important to least important, while flexibility and on-the-job training were the bottom two.

- Young women were more likely to select a job that is interesting and fulfilling as their top factor compared to men (33% and 28%), while men were more likely than women to select a job that is in their preferred sector (23% and 20%).
- Young people from minority ethnic groups were more likely to select a job that is in their preferred sector as their top factor compared to peers from white ethnic groups (24% and 21%), while young people from white ethnic groups were more likely to select a job that is interesting and fulfilling as their top factor (31% and 28%). Respondents from minority ethnic groups were also more likely to include job security and stability among their top three factors compared to peers from white ethnic groups (47% and 36%).
- Non-disabled young people were more likely to select a job that is interesting and fulfilling as their top factor compared to disabled peers (32% and 25%). Disabled young people were instead more likely to prioritise job security and stability compared to non-disabled peers (41% and 36%), and a job that made good use of their skills (30% and 23%).
- Young people not in education nor employment were less likely to select a job that is interesting and fulfilling as their top priority (18%) compared to peers in education (32%) and in employment (37%). They were instead more likely to include among their top three factors job security and stability (43% compared to 37% of those in education and 31% of those in employment) and a job that makes good use of their skills (33% compared to 25% and 20%). There was also a lower rate of young people not in education nor employment selecting on the job training as their last priority (15% compared to 29% of those in education and 27% of those in employment).
- In England, a third of young people said a job that is interesting and fulfilling was their top priority for good quality work (33%), followed by a job that is in their preferred sector (23%). Pay, work-life balance, and security and stability were among the top three factors for around three to four in ten young people. On the job training came last, with around three in ten respondents selecting it as their bottom priority (29%). In Northern Ireland, the rate of young people selecting a job that is interesting and fulfilling as their top priority was lower compared to England (23%), while there was a similar rate for those selecting a job that is in their preferred sector (22%). Pay and work-life balance were among the top three factors for four in ten young people, and work-life balance was a top factor for a third of respondents. On the job training came last, with around two in ten respondents selecting it as their bottom priority (19%).
- In Scotland, the rate of young people selecting a job that is interesting and fulfilling as their top priority was similar to England (36%), while there was a lower rate compared to England and Northern Ireland for those selecting a job that is in their preferred sector (18%). The rate of respondents including pay and work-life balance among the top three factors was also similar to England. On the job training came last, with around three in ten respondents selecting it as their bottom priority (28%). In Wales, the rate of young people selecting a job that is interesting and fulfilling (27%) and a job that is in their preferred sector (21%) as their top priority was similar to Northern Ireland. Pay was among the top three factors for over four in ten young people (44%). For over a third of respondents job security and stability (34%) and work-life balance (37%) was among the top three factors. On the job training came last (22%).

Factors influencing access to good work

Previous work experience, access to networks, having the right skills and qualifications, and availability of opportunities in the local area were the five enabling factors most frequently selected by young people responding to the survey.

- Over two-thirds of young women felt that previous work experience (71%) was a key factor, compared with just over half of young men (56%), and around four in ten young men (41%) felt that the quality of the education they received was a key factor, compared with just over one in four young women (26%).
- Networks and knowing the right people formed the top category chosen by young people from minority ethnic groups (65% compared with 59% for respondents from white ethnic groups), and previous work experience was the top choice for young people from white ethnic groups (64% compared with 59% for respondents from minority ethnic groups).
- A higher rate of non-disabled young people felt that previous work experience (65% compared with 57% for disabled young people) and access to networks (61 and 56% respectively) were key factors, while a higher rate of disabled young people felt that access to transport, youth friendly employers, and opportunities to meet with employers were key.
- Across respondents currently in education and in employment, previous work experience, access to networks, having the right skills and qualifications, and availability of opportunities in the local area were the key factors most frequently selected. Among respondents not in education or employment, top factors were instead having the right skills for the job, networks and knowing the right people, access to the right support, information and guidance, and qualifications and availability of jobs in the local area.
- Around or over two-thirds of young people in England and Scotland felt that previous work experience (68% and 71% respectively) and access to networks (63% and 67% respectively) were key factors. In Northern Ireland and Wales this was the case for around half of respondents for both previous work experience (55% and 52% respectively) and access to networks (52% in both countries). Availability of jobs in the local area was a key factor for around five in ten respondents in England and Wales (49% and 52% respectively); this dropped to four in ten young people in Northern Ireland (41%).

Young people report that mental and physical health have an impact on their ability to access good quality work.

- For mental health, agreement concerning its impact was higher among young men (56%) compared with young women (50%). For physical health, just over a fourth of young women (26%) strongly agreed or agreed that it had an impact on their ability to access good quality work, compared with just under half of young men (48%).
- For mental health, agreement that it had an impact was higher among young people from white ethnic groups compared with those from minority ethnic groups (55% and 49% respectively). For physical health, over a third of respondents across ethnic groups strongly agreed or agreed that mental health had an impact, but a higher rate of respondents from minority ethnic groups strongly agreed compared with those from white ethnic groups (16% compared with 9%).
- For mental health, agreement that mental health affected ability to access work was notably higher among disabled young people (77% compared with 50% for non-disabled respondents). For physical health, over half of disabled young people strongly agreed or agreed it had an impact (53%), compared with just under a third of non-disabled young people (31%).
- For mental health, agreement was highest among respondents not in education or employment (70%). For physical health, around a third of young people in education (34%) and around half of those not in education or employment (48%) agreed that physical health had an impact on their ability to access good quality work, compared with under a fifth of those in employment (18%).
- For mental health, agreement that it affected ability to access good quality work was highest in Northern Ireland (64%) and Wales (62%). For physical health, just under a third of young people in England (30%) and just above a quarter in Scotland (26%) strongly agreed or agreed that it had an impact, while the rate was much higher in Northern Ireland (52%) and Wales (46%).

Young people's views of support

Young people said apprenticeships, traineeships, careers advice, and online information and guidance were their top choices for support they found very helpful or a little helpful in helping them access good quality opportunities.

- Both young women and men selected apprenticeships and traineeships as their top choices for support they found very helpful. Online information and careers advice were the top choices for support that was a little helpful across genders. Young men were more likely to say careers advice was very helpful (30%) compared with women (18%). Young women were more likely than men to not know about Sector-based Work Academies (SWAP) (50% of women compared with 36% of men), Kickstart (54% and 36%), and Youth Hubs (65% and 37%).
- Young people from across ethnic groups selected apprenticeships and traineeships as their top choices for support they found very helpful. Online information and careers advice were the top choices for support that was a little helpful. A smaller proportion of young people from minority ethnic groups said they found careers advice at least a little useful compared with those from white ethnic groups (47% and 56% respectively). Young people from minority ethnic groups were also more likely to not know about trade unions, SWAP, and Kickstart compared with peers from white ethnic groups.
- Both disabled and non-disabled young people selected apprenticeships and traineeships as their top choices for support they found very helpful. Over a third of disabled young people also found careers advice to be very helpful, compared with just a fifth of their non-disabled peers. Online information, careers advice and other support from college and school were the top choices for support that was a little helpful across both disabled and non-disabled young people.
- Young people in education and in employment selected apprenticeships (44% respectively) and traineeships (33%) as their top choices for support they found very helpful. Young people not in employment or education were instead more likely to say careers advice helped a lot (41%, compared with 21% for those in education and 13% for those in employment). Online information and careers advice were the top choices for support that was a little helpful across all young people.
- In England, over four in ten young people found support accessed through apprenticeships to be very useful (45%), followed by a third who said support from a traineeship was very useful (33%). Scotland had similar rates (43% for apprenticeships, 33% for traineeships). In Northern Ireland, support felt to be most useful by respondents was an apprenticeship (38%), a traineeship (31%), and careers advice (31%). Young people in Wales displayed the highest rate, of all nations, of respondents saying they found careers advice to be very useful, at 36%, the same rate as for support from a traineeship.

Young people's experiences of work

The vast majority of respondents to the survey had some form of work experience, with over half having one to two experiences, in part- or full-time work, in either retail, hospitality, education or healthcare.

- Young women were more likely to have more than two experiences of work (61%) compared with young men (43%) and were more likely to be in a part-time job (41%), while men were more likely to be in a full-time job (39%). Over half of the young women worked in either retail, hospitality, healthcare, or education (58%). There was generally greater diversification in industries among young men, with lower rates working in the top industries for young women, but higher rates in sectors such as information technology (9% of men compared with 2% of women) and engineering and manufacturing (6% and 2%).
- Young people from white ethnic groups were more likely to have more than two experiences of work compared with peers from minority ethnic groups (55% and 39%), and to be in a full-time job (34% compared with 21% for minority ethnic groups). Young people from white ethnic groups were also more likely to work in retail (19% compared with 15% of peers from minority ethnic groups) and in hospitality (12% and 7%). Young people from minority ethnic groups were instead more likely to work in education (14% compared with 9% of peers from white ethnic groups) and in business and consulting (7% and 3%).
- Non-disabled young people were slightly more likely to have more than two experiences compared with disabled young people (54% and 51%), while more disabled young people were in full-time work compared with non-disabled peers (41% and 28%). Around half of disabled young people worked in one of retail, education, IT, healthcare, and charity sectors. Top industries for non-disabled young people were instead retail, hospitality, education, and healthcare. Over double the number of non-disabled young people worked in hospitality compared with disabled peers (13% and 6%), and under half worked in charity (3% and 7%) and in IT (4% and 9%).
- Those in employment were more likely to have more than two experiences (63%) compared with those in education (52%) and those not in education nor employment (39%). There was a higher proportion of respondents who had part-time jobs among young people in education (41%), while those in employment, and those not in education or employment, were more likely to have been in a full-time job (40% and 60% respectively). Respondents in education and employment were more likely to have experience in one of retail, hospitality, healthcare and education. Young people not in education nor employment were instead more likely to have experience in IT, creative arts, retail, and education.
- In England and Northern Ireland, around half of respondents with experience of work had one to two experiences (51% and 53% respectively). In Scotland and Wales this was lower (39% and 45%). Respondents in Scotland and England were more likely to have experience of a part-time job (43% and 36% respectively), while those in Wales and Northern Ireland were more likely to have experience of a full-time job (46% and 39%). England and Northern Ireland had higher proportions of young people with experience in retail (21% and 19%) compared with Scotland and Wales (15% respectively), while the latter had a higher proportion of young people with experience in healthcare (11% and 10% compared with 8% and 7% for England and Northern Ireland).

The impact of the pandemic

- In terms of the pandemic having a negative impact on confidence to access good quality work, agreement on this was strongest in Northern Ireland (71% strongly agreeing or agreeing), followed by Wales (64%), and Scotland and England (both 58%). Similarly, agreement on the negative impact of the pandemic on how young people value the quality of work was strongest in Northern Ireland (59%) and Wales (59% and 56%), and lowest in England and Scotland (38% and 39%).
- Young men were over twice as likely to have become unemployed during the pandemic compared with young women (42% and 18%), while young women were more likely to have been furloughed (20%) compared with men (13%). Young men were also more likely than women to strongly agree or agree that the pandemic had negatively affected their confidence around accessing good quality work (68% of men compared with 56% of women) and how they valued the quality of work (56% and 39% respectively).
- Across ethnic groups over half of respondents said there had been no impact from the pandemic on their employment. However, this was notably higher for young people from minority ethnic groups (76%) compared with those from white ethnic groups (55%). In terms of negative impact on confidence around accessing good quality work, the rate was higher for young people from white ethnic groups (64% compared with 54% for minority ethnic groups). In terms of impact on how they valued the quality of work, the rate was also higher for young people from white ethnic groups (48% compared with 38% for minority ethnic groups).
- Over two thirds of non-disabled young people reported no impact from the pandemic on their employment from the pandemic (67%), compared with just over a third of disabled young people (37%). Disabled young people were also more than twice as likely to have become unemployed compared with non-disabled peers (47% and 21%). In terms of negative impact on confidence around accessing good quality work, the rate was higher among disabled young people (69%) compared with non-disabled peers (59%). In terms of the impact on how they valued the quality of work, over half of disabled young people strongly agreed or agreed there had been an impact (55%) compared with around four in ten of non-disabled peers (42%).
- Among those in employment, just around four in ten reported no impact from the pandemic on their work (43%), while around a fifth said they changed jobs (22%). Among young people in education, under a third reported no impact (29%), while a quarter had become unemployed (25%). The vast majority of respondents not in education or training at the time of the survey had become unemployed as a result of the pandemic (82%). Over a quarter of respondents among those in education, and a quarter of those not in education or employment, strongly agreed that the pandemic had a negative impact on their confidence to access good quality work (29% and 27% respectively), and around half in each group agreed or strongly agreed the pandemic had a negative impact on how they valued the quality of the work they did (46% and 51%).
- Before the pandemic, young people across the survey were more likely to report good conditions in respect of the work itself, job security, number of hours, work environment, flexibility, work-life balance and pay. Around eight-to-nine in ten young people reported good conditions for these dimensions. Young people were instead more likely to report poor conditions across the impact of work on mental health, and related to opportunities to progress, with around a quarter to a third of young people reporting poor conditions for these dimensions. During the pandemic, young people were more likely to report poor conditions related to impact on mental and physical health and opportunities to progress, with around three to four of every ten young people reporting poor conditions for these dimensions.
- A significant majority of young people in Northern Ireland and Wales said the pandemic did not have an impact on their employment (64% and 77% respectively), compared with just under four in ten in both England and Scotland (39% and 37% respectively). England had the highest rate of respondents who had become unemployed (52%), followed by Scotland (36%), while Northern Ireland and Wales had the lowest (16% and 19% respectively).

Introduction

Background

This report is part of a three-year research project for the Health Foundation's Young People's Future Health Inquiry, focused on understanding how to develop effective approaches in policy and practice which will improve access to good quality youth employment and achieve systemic change across the four UK nations. The inquiry is a wide-ranging, multi-year programme aimed at influencing the policy agenda to recognise that young people's experiences between the ages of 12 and 25 have crucial consequences for their future health outcomes. Work, and specifically the quality of work, is a key wider determinant of young people's health and wellbeing, both in the short- and long-term (Papoutsaki, et al. 2019).

This is the second of a series of reports looking at good quality work from young people's perspectives. It sets out the findings from a survey of 1,275 young people across the four UK nations exploring respondents' views and perceptions of the quality of work, their experiences in work, and the impact of the pandemic. The report focuses on sub-group analysis by respondents' nation, gender, ethnicity, disability status and education and employment status.

Methods

The research reported here uses a youth-centred approach. This means the design and materials were developed through involving young people as experts by experience, chiefly through collaborative workshops with young advisers from Leaders Unlocked and young campaigners from the Equality Trust.

The research was conducted through a large-scale online survey of 1,275 young people across the four UK nations. The survey took place in two waves, in April and September 2021, with two different groups of young people, to capture the diversity in young people's views and experiences at two points in time and account for the rapidly evolving context of the pandemic.

The survey used sampling quotas to ensure inclusion and representation from across the population, and particularly from under-represented groups including minority ethnic groups, disabled young people and those with health conditions, and young people who are not in education or employment. It should be noted that while overall quotas for the survey were reached, there are data skews for certain subgroups. In particular, there is a higher representation of minority groups such as disabled young people, young people from minority ethnic groups, and those not in education nor employment, particularly in some nations, compared with the wider population for these groups. These skews are not addressed in the analysis, which aims instead to explore the data through a range of key dimensions across multiple subgroups and ensure extensive inclusion of under-represented groups. The sociodemographic make-up for participants in the survey is presented at the beginning of each chapter in the report, and skews are highlighted to alert the reader to any implications this may have for findings.

When reading the graphs in this report, it should be noted that where the rate of respondents is below 5%, the percentage figure is not included in the graphs but is reported in the findings where relevant. Tables and diagrams include all percentage figures.

A note on terminology

This research focuses on 'young people', defined as those aged 16-25. We recognise that the term 'young people' does not reflect the full range of characteristics and lived experiences that fall under this umbrella term, and that factors such as age, education, employment status, and place, among many others, intersect to determine very diverse experiences. We analyse in particular the experiences of young people who may face additional disadvantage as a result of factors such as gender, ethnicity, disability, and educational and employment status, but recognise this list is not exhaustive and that these issues often interact in creating disadvantage.

When talking about disability, the report uses the social model of disability and refers to 'disabled young people', recognising that people are disabled because of societal factors (eg inappropriate processes, prejudice, discrimination) rather than by their impairments. When talking about young people who are neither working nor studying the research uses the term 'not in employment nor education', as opposed to the acronym for Not in Education, Employment, or Training (NEET), to use more inclusive language and avoid the negative connotations associated with the acronym.

A last note on terminology concerns how we talk about ethnicity. The research included representation from young people across a wide range of ethnicities, including Black, African, Caribbean, Indian, Pakistani, Bangladeshi, Chinese, and mixed ethnic groups. However, given the range of groups, samples for each were small and did not allow for comparisons among different minority ethnic groups. To allow for comparative analysis, we clustered both minority ethnic and white ethnic groups into two groups. When talking about the experiences of young people from the groups above, we use the term 'minority ethnic groups' in line with recent guidance on inclusive language from academic and research institutions. When talking about the experience of White British, White Irish, and other white young people we use the term 'white ethnic groups'.

Glossary

- **Kickstart:** is an employment scheme created in response to the youth unemployment crisis created by the pandemic, which provides funding to employers to create six-month paid work placements for under 25s in receipt of benefits.
- **Sector Based Work Academy:** is a six-week work placement for young people in receipt of out of work benefits providing pre-employment training, a work experience placement, and a guaranteed job interview.
- **Youth Hub:** is a single gateway to support for employment and training available to young people in receipt of benefits in their local area. There are over 100 Youth Hubs across England and Wales.


































Gender

This chapter outlines the findings from the young people survey analysed by respondents' gender. For each section of the survey, the analysis looks at variation in responses across genders. It should be noted that the sample of young people identifying as non-binary or other was very small (19 respondents) and this had implications for analysis.

Sociodemographic make-up

The sociodemographic make-up for respondents to the survey according to gender is presented in Table 1 below. It should be noted that there was a notably higher representation of young disabled men and young men not in education nor employment compared with the wider population for these groups. There was also higher representation of young women from ethnic minority groups. Due to the small sample size, it is not possible to identify trends in rates for non-binary/other young people. The analysis presented in this chapter notes where data skews may have implications in reading the findings.

Table 1 Sociodemographic make-up, rate of respondents by gender

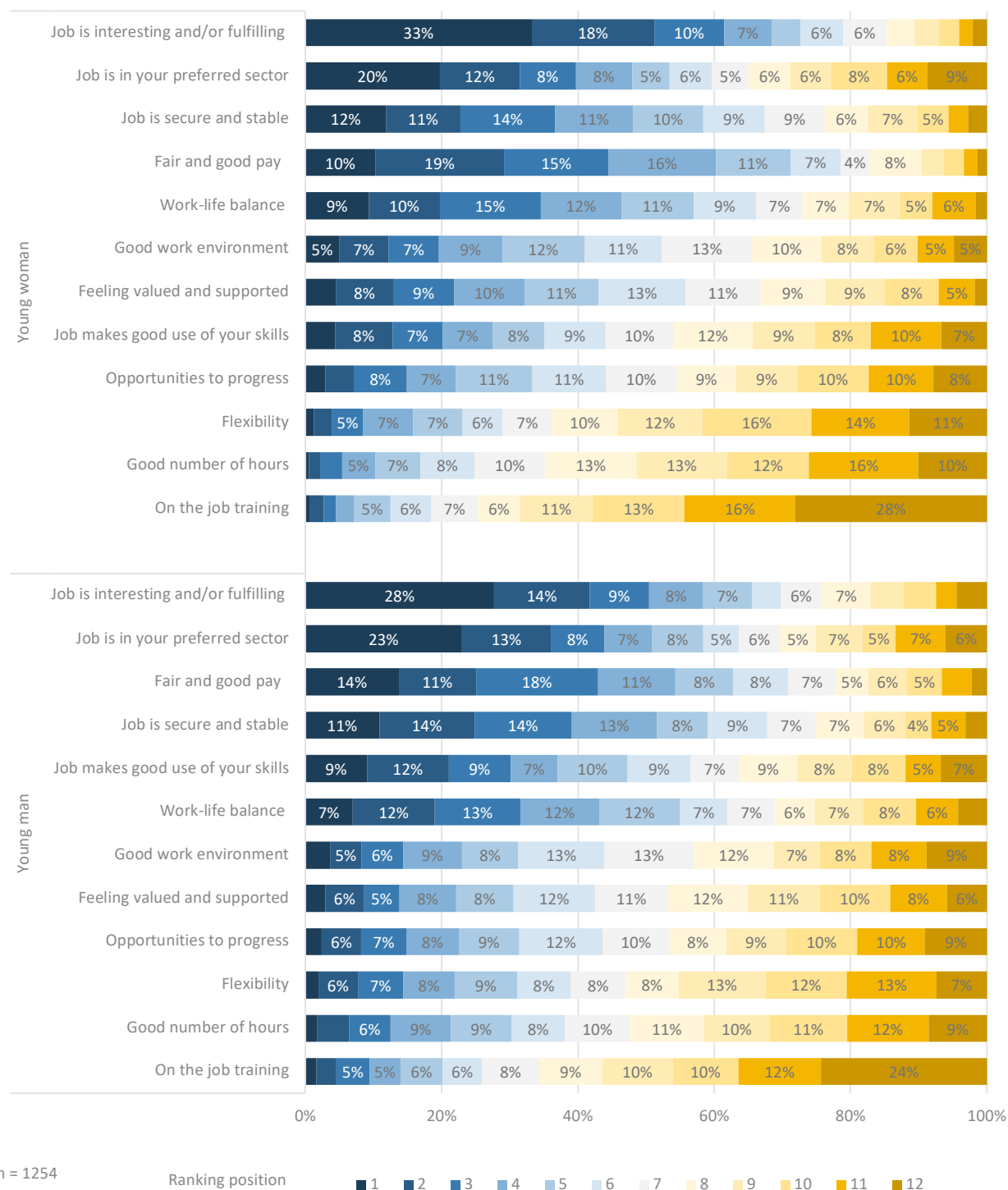
		YOUNG WOMAN	YOUNG MAN	NON-BINARY/ OTHER YOUNG PERSON
AGE	16-18	 23%	 19%	 38%
	19-21	 36%	 42%	 12%
	22-25	 41%	 39%	 51%
ETHNICITY	Minority ethnic group	 22%	 18%	 32%
	White ethnic group	 79%	 82%	 68%
DISABILITY	NO	 82%	 67%	 62%
	YES	 18%	 33%	 38%
EDUCATION AND EMPLOYMENT STATUS	College, further education, or training	 31%	 28%	 32%
	Higher education	 34%	 28%	 11%
	Only employment	 25%	 13%	 40%
	Not in education nor employment	 9%	 31%	 17%

Source: IES two-wave survey of young people, 2021

Young people's views of good work

Young people in the survey were asked to rank twelve dimensions of the quality of work, from most important to least important. Across young women and men, a job that is interesting and fulfilling, and that is in their preferred sector, were the top two factors selected by respondents, while a good number of hours and on-the-job training were the bottom two. Young women were more likely to select a job that is interesting and fulfilling as their top factor compared with men (33% per and 28%), while men were more likely than women to select a job that is in their preferred sector (23% and 20%).

Figure 1 Ranking of good quality work factors, rate of respondents by gender



Source IES two-wave survey of young people, 2021

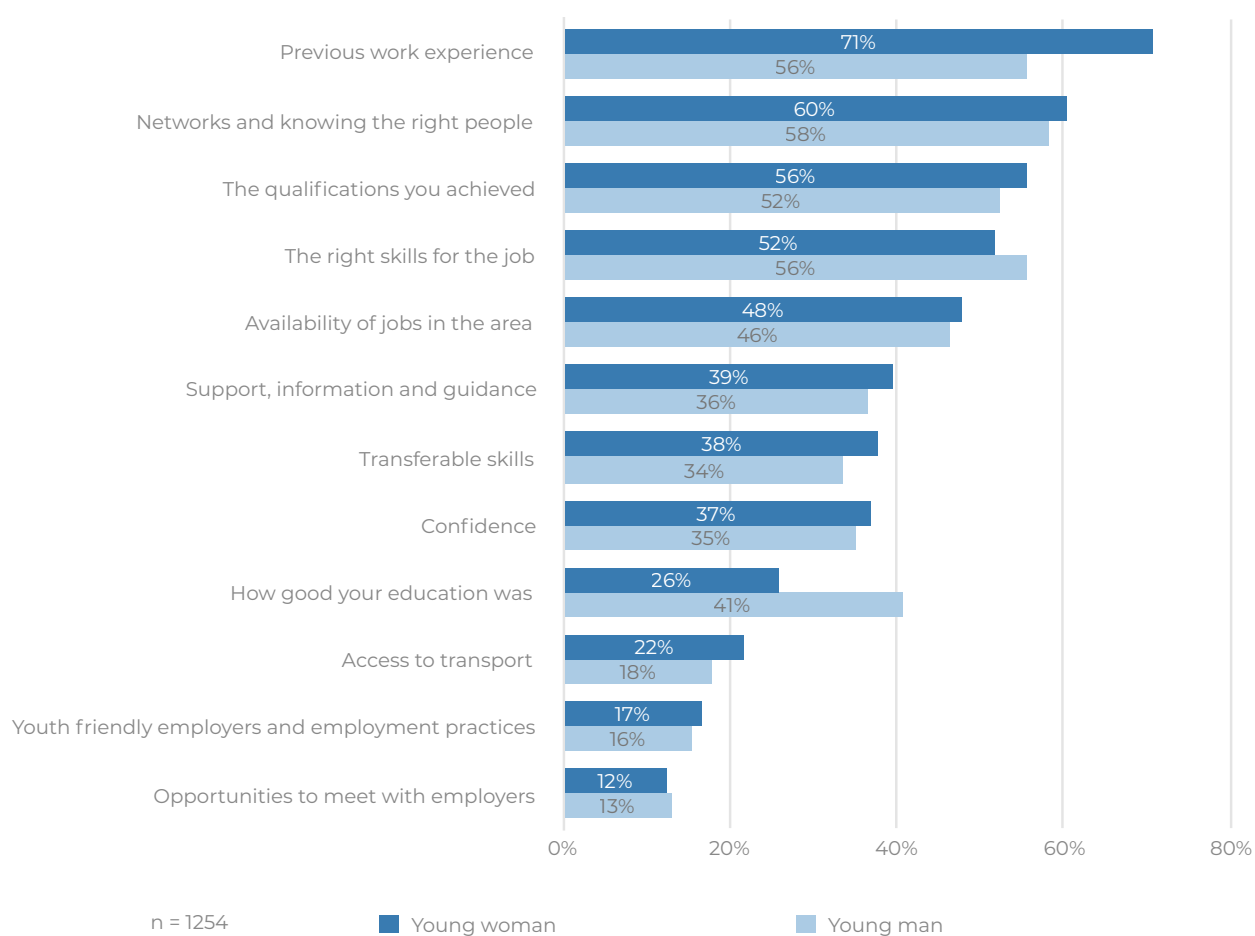
Factors influencing access to good work

Enabling factors

The survey asked young people to select what they viewed as the five most important factors, out of a list of twelve factors, that support them to access good quality work. Due to the small sample size of young people identifying as non-binary/other, it was not possible to identify trends in the data and conduct comparative analysis for this group. Across women and men, previous work experience, access to networks, having the right skills and qualifications, and availability of opportunities in the local area were the five factors most frequently selected by young people.

However, there were notable variations in the rate of responses for each of the top factors. For example, over two-thirds of women felt that previous work experience (71%) was a key factor, compared with just over half of men (56%). On the other hand, around four in ten men (41%) felt that the quality of the education they received was a key factor, compared with just over one in four women (26%).

Figure 2 'Select the five most important factors that support access to good quality work', rate of respondents by gender



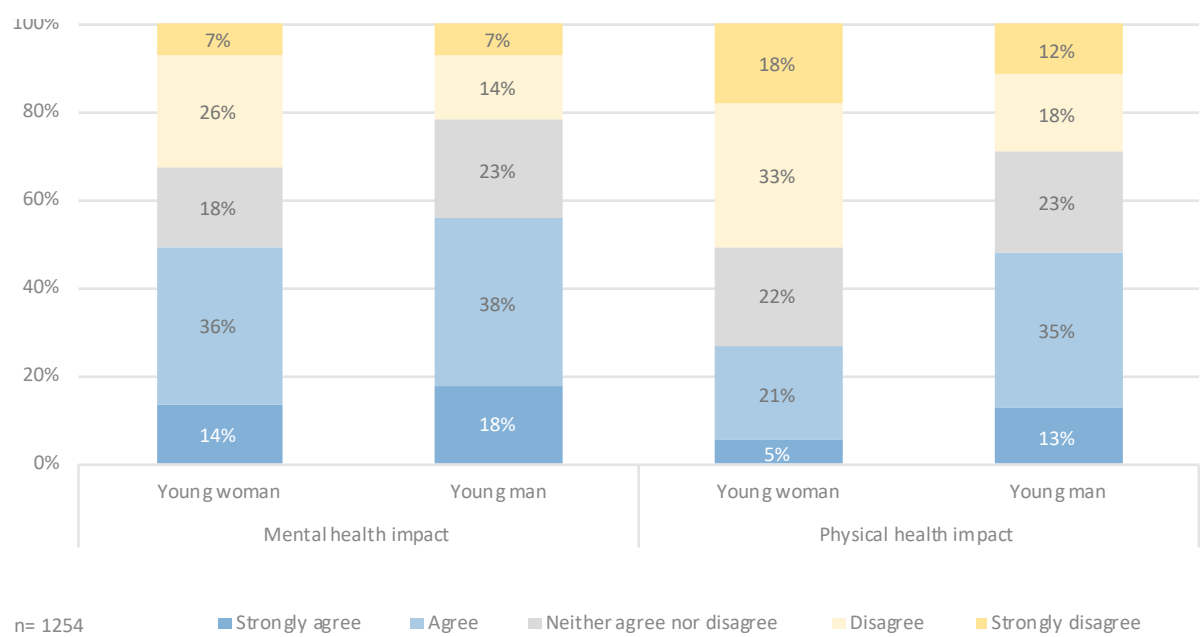
Source: IES two-wave survey of young people, 2021

Impact of health

The survey asked young people whether mental and/or physical health had an impact on their ability to access good quality work. Due to the small sample size of young people identifying as non-binary/other, it was not possible to identify trends in the data and conduct comparative analysis for this group. Across both women and men, the majority strongly agreed or agreed that mental health had an impact. Agreement was higher among men (56%) compared with women (50%).

When asked about the impact of physical health, just over a quarter of women (26%) strongly agreed or agreed that it had an impact on their ability to access good quality work, compared with just under half of men (48%). It should be noted that there was a higher representation in the sample of young disabled men (33%) compared with young disabled women (18%), which may have implications for the higher rate of men reporting the impact of health.

Figure 3 ‘Mental/physical health has an impact on my ability to access good quality work’, rate of respondents by gender



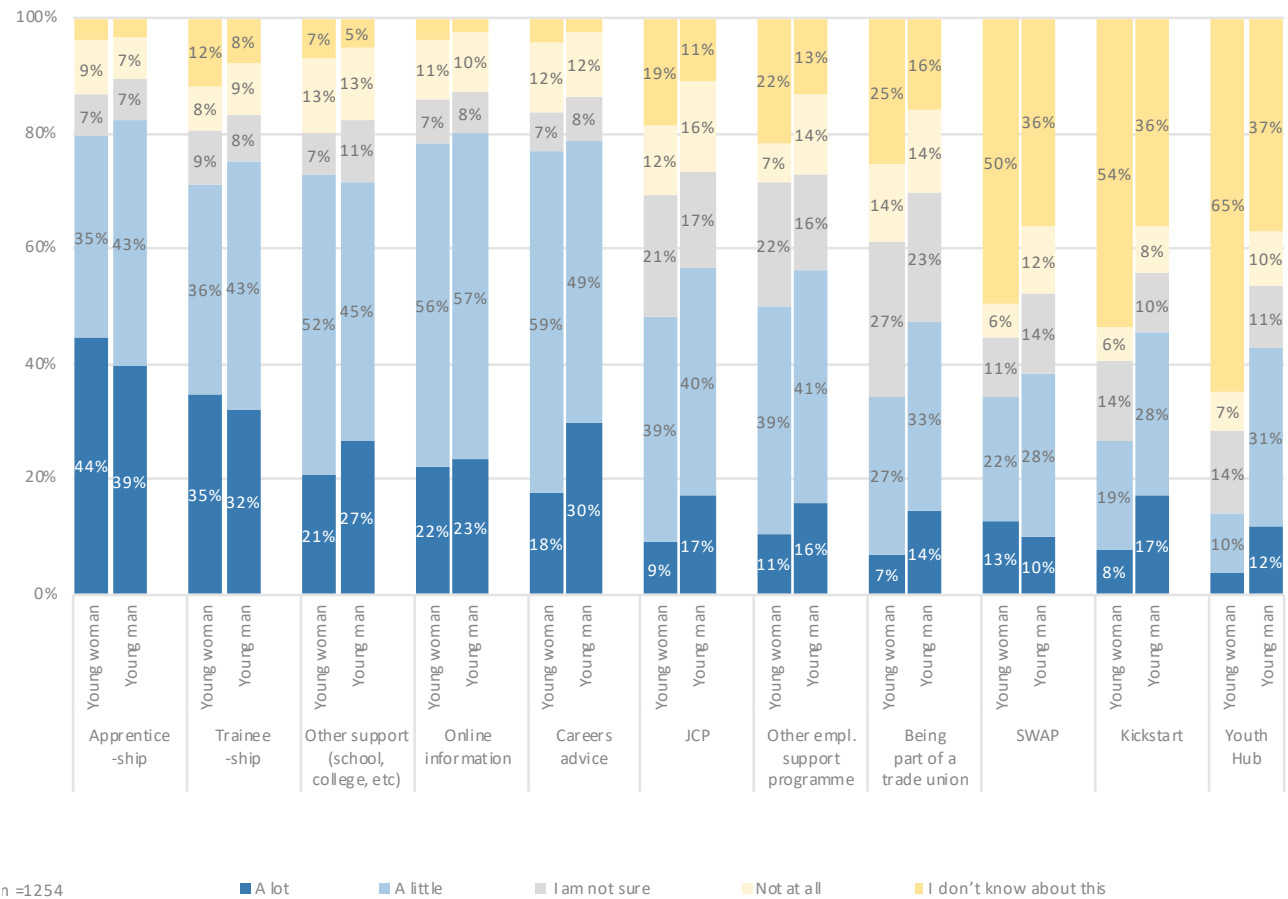
Source: IES two-wave survey of young people, 2021

Young people's views of support

When asked about what they viewed as the most useful types of support in helping them access good quality work, young women and men selected apprenticeships and traineeships as their top choices for support they found very helpful. Due to the small sample size of young people identifying as non-binary/ other, it was not possible to identify trends in the data and conduct comparative analysis for this group. Both women and men selected apprenticeships and traineeships as their top choices for support they found very helpful. Online information and careers advice were the top choices for support that was a little helpful across genders. However, there were differences across genders in the order of preference.

Men were more likely to say careers advice was very helpful (30%) compared with women (18%), and the same was true for Jobcentre Plus (JCP) support (17% for men and 9% for women), being part of a trade union (14% and 7%), Kickstart (17% and 8%) and Youth Hub support (12% and 4%). Women were more likely than men to not know about Sector-based Work Academies (SWAP) (50% of women compared with 36% of men), Kickstart (54% and 36%), and Youth Hubs (65% and 37%). It should be noted that these measures are targeted to young people not in education or employment, and that there was a higher rate of men in this group in the sample compared with women (31% and 9%), which may have implications for the higher rate of women not knowing about these measures.

Figure 4 ‘How much can the following types of support help you in accessing good quality work?’ Rate of respondents by gender







Source: IES two-wave survey of young people, 2021

Young people's experiences of work

The survey asked young people whether they had experience of work, whether through a job or other work experience. Due to the small sample size of young people identifying as non-binary/other, it was not possible to identify trends in the data and conduct comparative analysis for this group. The vast majority of respondents across both women and men had some form of work experience, but the rate was higher among women (86%) compared with men (71%).







Table 2 Job/work experience by gender, rate of respondents

HAVE YOU HAD A JOB OR WORK EXPERIENCE	YOUNG WOMAN	YOUNG MAN
YES	 86%	 71%
NO	 14%	 29%

Source: IES two-wave survey of young people, 2021

Among respondents who had experience of work, women were more likely to have more than two experiences (61%) compared with men (43%).

















Table 3 Number of job/work experiences by gender, rate of respondents

HOW MANY WORK EXPERIENCES OR JOBS HAVE YOU HAD?	YOUNG WOMAN	YOUNG MAN
1 to 2	 39%	 56%
3 to 4	 37%	 26%
5+	 24%	 17%

Source: IES two-wave survey of young people, 2021

The majority of respondents across women and men were either in part-time or full-time jobs, but women were more likely to be in a part-time job (41%), while men were more likely to be in a full-time job (39%). There was also a higher proportion of women in temporary/fixed term jobs (9%) compared with men (5%).





Table 4 Type of job/work experience by gender, rate of respondents

WHAT IS YOUR MOST RECENT EXPERIENCE OF WORK?	YOUNG WOMAN	YOUNG MAN
Part-time job	 41%	 27%
Full-time job	 26%	 39%
Unpaid work placement	 10%	 10%
Temporary / fixed term job	 9%	 5%
Paid work placement	 6%	 9%
Internship	 5%	 5%
Apprenticeship	 2%	 3%
Traineeship	 1%	 2%

Source: IES two-wave survey of young people, 2021

Across both women and men, the majority of respondents were still in their most recent job or work experience, but the rate was higher among women (59%) compared with men (51%).

















































Table 5 Currently in job/work experience by gender, rate of respondents

ARE YOU STILL IN THIS WORK?	YOUNG WOMAN	YOUNG MAN
YES	 59%	 51%
NO	 41%	 49%

Source: IES two-wave survey of young people, 2021

In terms of industries where young people worked, over half of women worked in either retail, hospitality, healthcare, or education (58%). There was generally greater diversification in occupation industries among men, with lower rates working in the top industries for women, but higher rates in sectors such as information technology (9% of men compared with 2% of women) and engineering and manufacturing (6% and 2%).

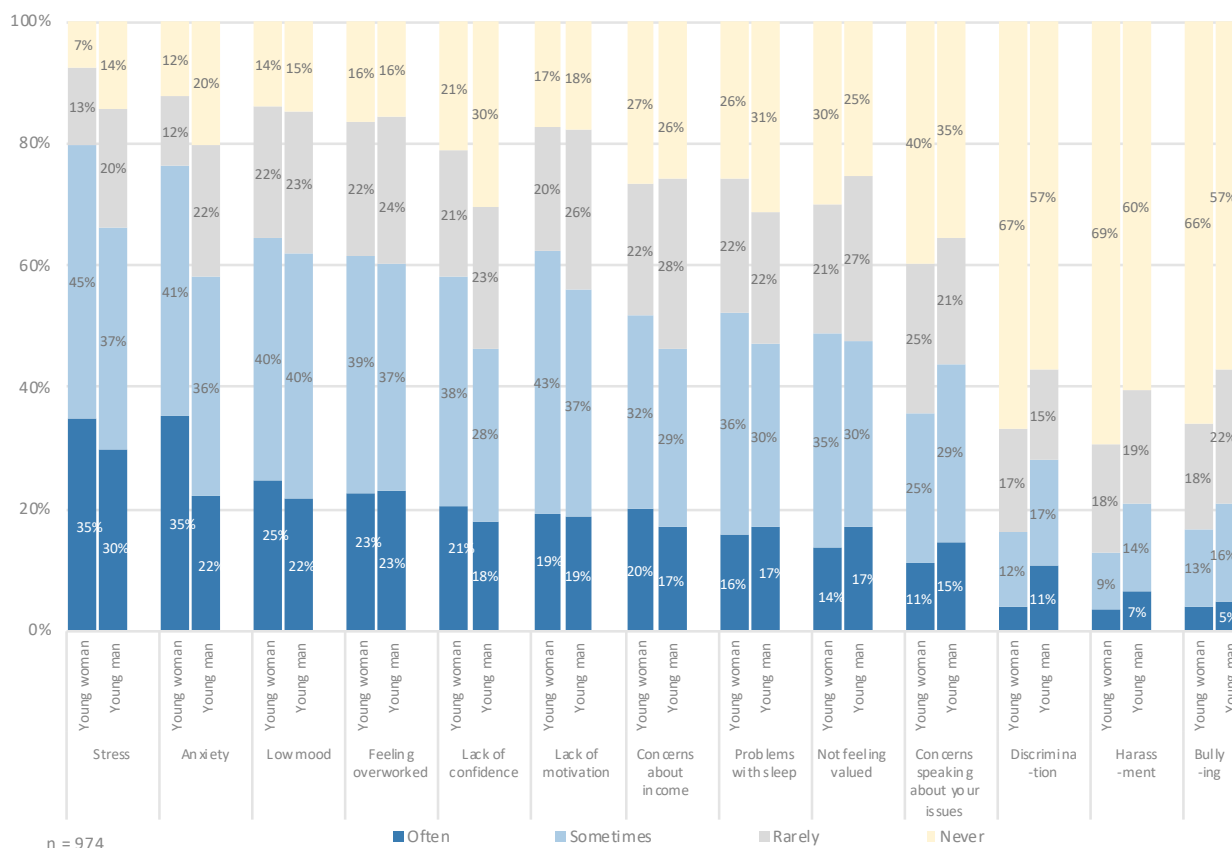
Table 6 Industry of job/work experience by gender, rate of respondents

ARE YOU STILL IN THIS WORK?	YOUNG WOMAN	YOUNG MAN
Retail	 20%	 16%
Hospitality and events management	 13%	 9%
Healthcare	 11%	 6%
Education	 11%	 8%
Other sector	 8%	 5%
Charity and voluntary work	 6%	 2%
Accountancy, banking and finance	 4%	 5%
Public service and administration	 3%	 2%
Creative arts and design	 3%	 5%
Business, consulting and manager	 3%	 4%
Leisure, sport and tourism	 3%	 2%
Marketing, advertising and PR	 2%	 4%
Information technology	 2%	 9%
Science and pharmaceuticals	 2%	 1%
Engineering and manufacturing	 2%	 6%
Sales	 1%	 2%
Environment and agriculture	 1%	 2%
Property and construction	 1%	 3%
Recruitment and HR	 1%	 2%
Law enforcement and security	 1%	 2%
Social care	 1%	 0%
Energy and utilities	 1%	 1%
Media and internet	 1%	 3%
Transport and logistics	 0%	 2%

The survey asked young people about their health and wellbeing at work. Across both women and men, stress, anxiety, low mood and feeling overworked were issues that around six to eight in ten young people experienced often or sometimes. Women were more likely to experience wellbeing issues compared with men across most dimensions, but men were more likely to report sometimes or often experiencing concerns about speaking about their issues, discrimination, harassment and bullying.

Source: IES two-wave survey of young people, 2021

Figure 5 'Have you experienced any of the following in relation to work?' Rate of respondents by gender

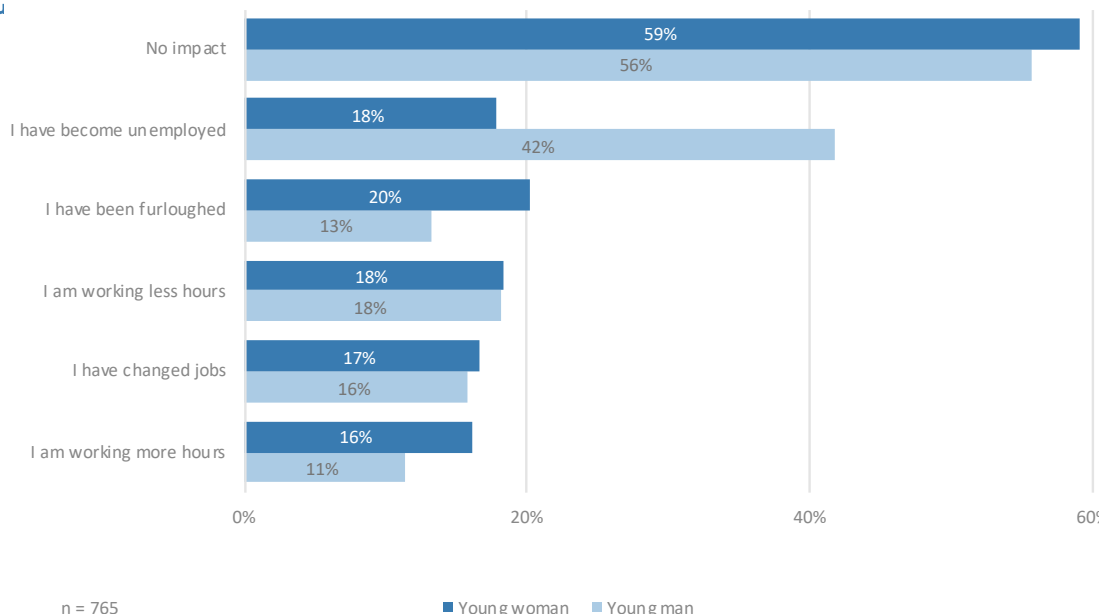


Source: IES two-wave survey of young people, 2021

The impact of the pandemic

The survey asked young people who had been in a job or work experience just before the Covid-19 pandemic whether the pandemic had an impact on their employment. Respondents were asked to select all relevant options (eg, becoming unemployed and then changing jobs). Due to the small sample size of young people identifying as non-binary/other, it was not possible to identify trends in the data and conduct comparative analysis for this group. Across women and men, over half of respondents said there had been no impact on their employment. However, men were over twice as likely to have become unemployed compared with women (42% and 18%), while women were more likely to have been furloughed (20%) compared with men (13%).

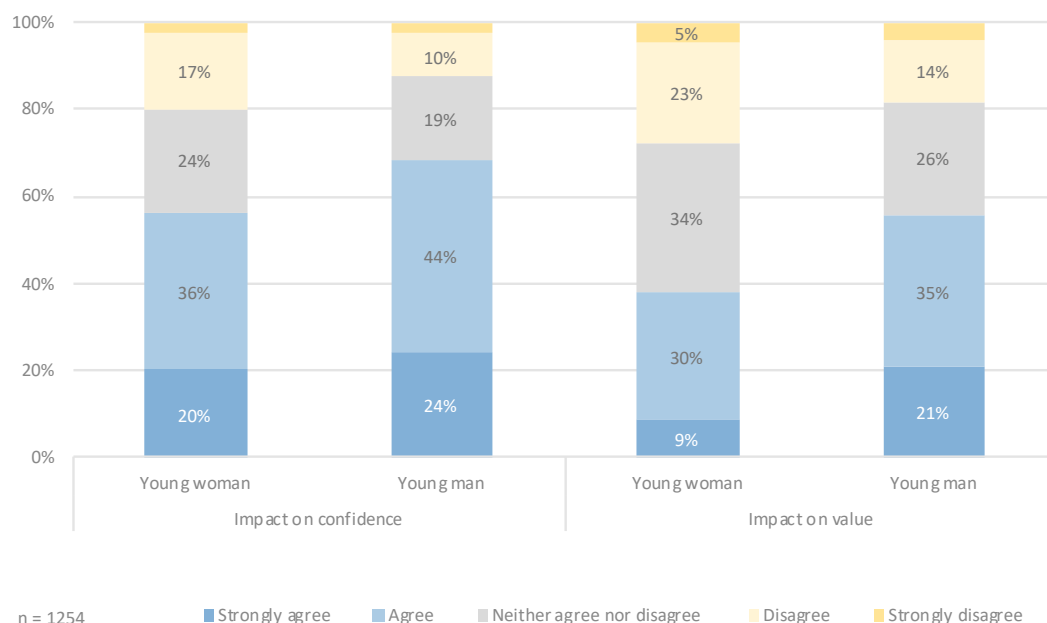
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Source: IES two-wave survey of young people, 2021

Across responses, including for both those who had experience of work and those who had not, men were also more likely than women to strongly agree or agree that the pandemic had negatively affected their confidence around accessing good quality work (68% of men compared with 56% of women) and how they valued the quality of work (56% and 39%).

Figure 7 'Covid-19 had a negative impact on how confident I feel about accessing good work/how I value the quality of work.'
Respondent rate by gender



Source: IES two-wave survey of young people, 2021

Young people who were in employment both before and after Covid-19, whether in the same or a different job, were asked to rate the quality of their working conditions before and after the pandemic across a range of dimensions of the quality of work. Across genders, the majority of young people in work reported good conditions both before and after the pandemic. However, there was also an increase in young people reporting poor working conditions after the pandemic compared with before, across the majority of dimensions.

Women were slightly more likely than men to report good conditions for the work itself before the pandemic (91% compared with 89%), but there was a higher rate of men compared with women reporting good conditions across all other dimensions. In particular, a higher rate of women reported a lack of opportunities to progress compared with men (38% and 27%).

Table 7 Quality of working conditions before the Covid-19 pandemic, rate of respondents by gender

(N=455)		YOUNG WOMAN	YOUNG MAN
The work Itself	Good	<div><div></div></div> 91%	<div><div></div></div> 89%
	Poor	<div><div></div></div> 9%	<div><div></div></div> 11%
Work environment	Good	<div><div></div></div> 85%	<div><div></div></div> 87%
	Poor	<div><div></div></div> 15%	<div><div></div></div> 13%
Number of hours	Good	<div><div></div></div> 84%	<div><div></div></div> 84%
	Poor	<div><div></div></div> 16%	<div><div></div></div> 16%
Jobs security	Good	<div><div></div></div> 81%	<div><div></div></div> 86%
	Poor	<div><div></div></div> 19%	<div><div></div></div> 14%
Work-life balance	Good	<div><div></div></div> 80%	<div><div></div></div> 84%
	Poor	<div><div></div></div> 20%	<div><div></div></div> 16%
Pay	Good	<div><div></div></div> 79%	<div><div></div></div> 79%
	Poor	<div><div></div></div> 21%	<div><div></div></div> 21%
Flexibility	Good	<div><div></div></div> 77%	<div><div></div></div> 83%
	Poor	<div><div></div></div> 23%	<div><div></div></div> 17%
Using your skills well	Good	<div><div></div></div> 76%	<div><div></div></div> 76%
	Poor	<div><div></div></div> 24%	<div><div></div></div> 24%
Feeling valued and supported	Good	<div><div></div></div> 75%	<div><div></div></div> 79%
	Poor	<div><div></div></div> 25%	<div><div></div></div> 21%
Impact on physical health	Good	<div><div></div></div> 74%	<div><div></div></div> 76%
	Poor	<div><div></div></div> 26%	<div><div></div></div> 24%
On the job training	Good	<div><div></div></div> 73%	<div><div></div></div> 79%
	Poor	<div><div></div></div> 27%	<div><div></div></div> 21%
Impact on mental health	Good	<div><div></div></div> 70%	<div><div></div></div> 70%
	Poor	<div><div></div></div> 30%	<div><div></div></div> 30%
Opportunities to progress	Good	<div><div></div></div> 62%	<div><div></div></div> 73%
	Poor	<div><div></div></div> 38%	<div><div></div></div> 27%

Source: IES two-wave survey of young people, 2021

Following the pandemic, men were slightly more likely to report poor conditions across most aspects of work compared with women. Across both women and men, around a third reported poor conditions for opportunities to progress (33% and 34%), and around four in ten reported poor conditions around impact on their mental health (40% and 39%).

Table 8 Quality of working conditions after the Covid-19 pandemic, rate of respondents by gender

(N=455)		YOUNG WOMAN	YOUNG MAN
The work itself	Good	88%	81%
	Poor	12%	19%
Pay	Good	82%	84%
	Poor	18%	16%
Flexibility	Good	82%	80%
	Poor	18%	20%
Number of hours	Good	79%	78%
	Poor	21%	22%
Feeling valued and supported	Good	79%	78%
	Poor	21%	22%
Job security	Good	78%	78%
	Poor	22%	22%
Using your skills well	Good	78%	76%
	Poor	22%	24%
Working environment	Good	78%	77%
	Poor	22%	23%
Work-life balance	Good	77%	78%
	Poor	23%	22%
On the job training	Good	76%	72%
	Poor	24%	28%
Impact on physical health	Good	70%	67%
	Poor	30%	33%
Opportunities to progress	Good	67%	66%
	Poor	33%	34%
Impact on mental health	Good	60%	61%
	Poor	40%	39%

Source: IES two-wave survey of young people, 2021

In terms of the rate of variation in the quality of working conditions between before and after the pandemic, the highest increases in the rate of respondents reporting poor conditions across both women and men were around work environment, the work itself, impact on mental health, and number of hours. Across most dimensions, men were more likely to report worsened conditions compared with women.

Table 9 Difference in the quality of working conditions between before the pandemic and after it, change in responses by gender

(N=455)		YOUNG WOMAN		YOUNG MAN	
Work environment	Good		-9%		-11%
	Poor		53%		73%
The work itself	Good		-4%		-8%
	Poor		38%		64%
Impact on mental health	Good		-13%		-13%
	Poor		32%		33%
Number of hours	Good		-5%		-7%
	Poor		28%		34%
Job security	Good		-2%		-8%
	Poor		12%		56%
Work-life balance	Good		-3%		-8%
	Poor		15%		40%
Impact on physical health	Good		-5%		-12%
	Poor		18%		37%
On the job training	Good		6%		-9%
	Poor		-14%		35%
Opportunities to progress	Good		9%		-9%
	Poor		-13%		25%
Flexibility	Good		7%		-3%
	Poor		-22%		18%
Feeling valued and supported	Good		6%		-2%
	Poor		-17%		8%
Using your skills well	Good		3%		0%
	Poor		-8%		2%
Impact on mental health	Good		3%		5%
	Poor		-11%		-20%

Source: IES two-wave survey of young people, 2021



02 ETHNICITY

























Ethnicity

This chapter outlines the findings from the young people survey analysed by respondents' ethnic group. For each section of the survey, the analysis looks at variation in responses across respondents from minority ethnic groups and from white ethnic groups.

Sociodemographic make-up

The sociodemographic make-up for respondents to the survey according to ethnic group is presented in Table 10 below. It should be noted that there was a notably higher representation of young disabled people from white ethnic groups in the survey compared with the wider population, as well as a slight gender imbalance (and due to the small sample size, it is not possible to comment on non-binary/other young people). Across groups, there was a notably higher representation of young people not in education or employment. The analysis presented in this chapter notes where data skews may have implications for reading the findings.

Table 10 Sociodemographic make-up, rate of respondents by ethnic group

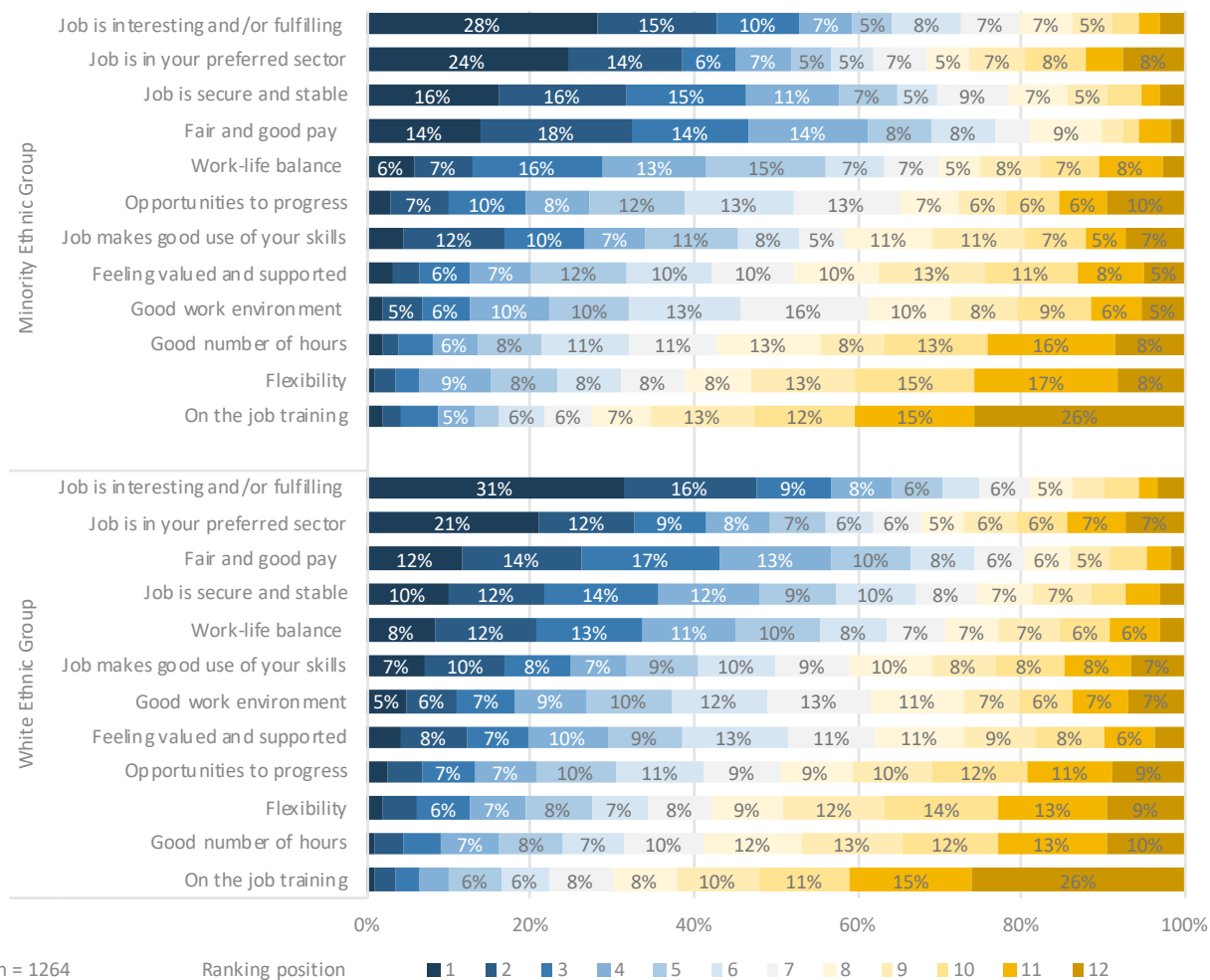
		MINORITY ETHNIC GROUP	WHITE ETHNIC GROUP
AGE	16-18	 30%	 19%
	19-21	 37%	 39%
	22-25	 33%	 42%
GENDER	Woman	 53%	 47%
	Man	 46%	 51%
	Non-binary / other	 1%	 1%
DISABILITY	NO	 86%	 72%
	YES	 14%	 28%
EDUCATION AND EMPLOYMENT STATUS	College, further education, or training	 28%	 31%
	Higher education	 46%	 27%
	Only employment	 10%	 22%
	Not in education nor employment	 16%	 20%

Source: IES two-wave survey of young people, 2021

Young people's views of good work

Young people in the survey were asked to rank twelve dimensions of the quality of work, from most important to least important. Across ethnic groups, a job that is interesting and fulfilling, and that is in their preferred sector were the top two factors selected by respondents, while on-the-job training was the bottom one. Young people from minority ethnic groups were more likely to select a job that is in their preferred sector as their top factor compared with peers from white ethnic groups (24% and 21%), while young people from white ethnic groups were more likely to select a job that is interesting and fulfilling as their top factor (31% and 28%). Respondents from minority ethnic groups were also more likely to include job security and stability among their top three factors compared with peers from white ethnic groups (47% and 36%).

Ranking of good quality work factors, rate of respondents by ethnic group



Source IES two-wave survey of young people, 2021

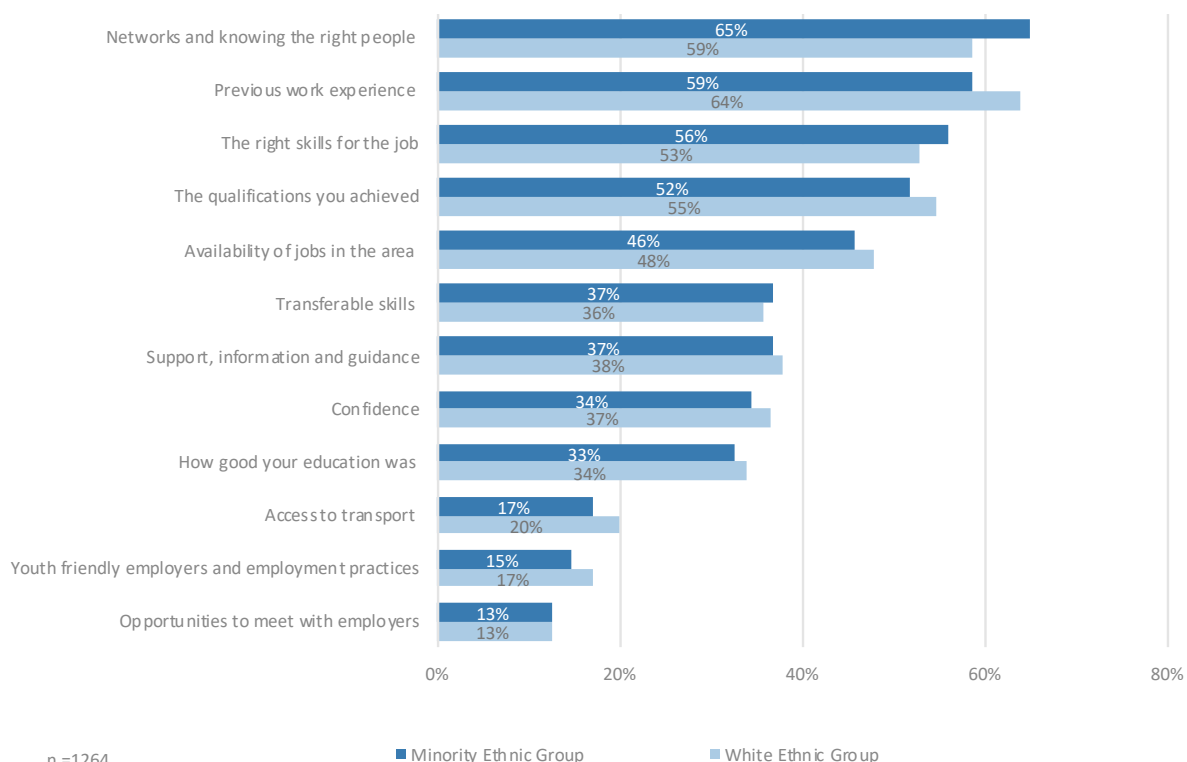
Factors influencing access to good work

Enabling factors

The survey asked young people to select what they viewed as the five most important factors, out of a list of twelve factors, that support them to access good quality work. Across respondents from both minority and white ethnic groups, access to networks, previous work experience, having the right skills and qualifications, and availability of opportunities in the local area were the five factors most frequently selected by young people.

However, while networks and knowing the right people was the top choice for young people from minority ethnic groups (65% compared with 59% for respondents from white ethnic groups), previous work experience was the top choice for young people from white ethnic groups (64% compared with 59% for respondents from minority ethnic groups).

Figure 8 'Select the five most important factors that support access to good quality work', rate of respondents by ethnic group



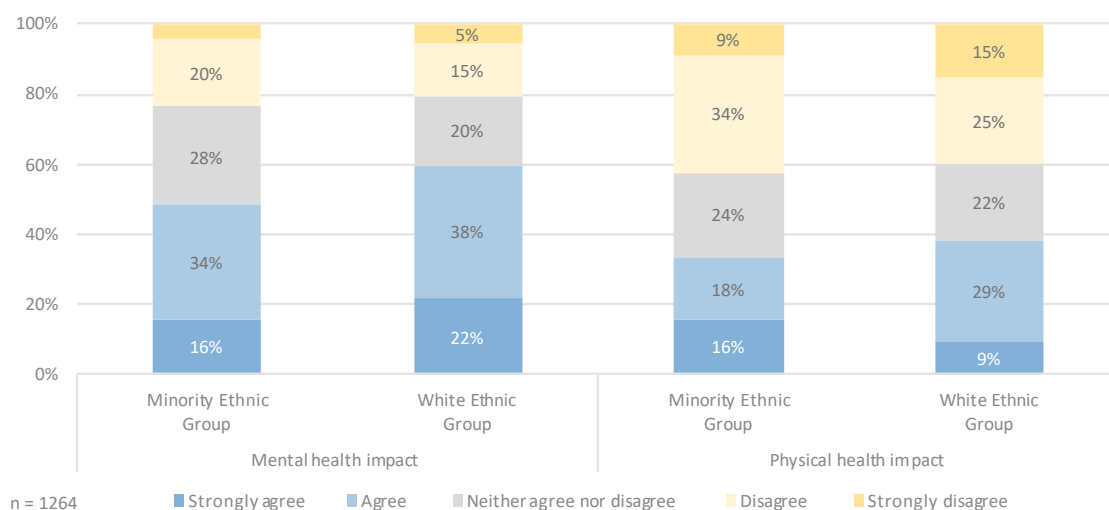
Source: IES two-wave survey of young people, 2021

Impact of health

The survey asked young people whether mental and/or physical health had an impact on their ability to access good quality work. Across young people from both minority and white ethnic groups, the majority strongly agreed or agreed that mental health had an impact. Agreement was higher among young people from white ethnic groups compared with those from minority ethnic groups (55% and 49%).

When asked about the impact of physical health, over a third of respondents across ethnic groups strongly agreed or agreed that this had an impact, but a higher rate of respondents from minority ethnic groups strongly agreed compared with those from white ethnic groups (16% and 9%). It should be noted that there was a higher representation in the sample of young disabled people from white ethnic groups (28%) compared with ethnic minority groups (14%), which may have implications for the higher rate of white young people reporting the impact of health overall.

Figure 9 'Mental/physical health has an impact on my ability to access good quality work', rate of respondents by ethnic group

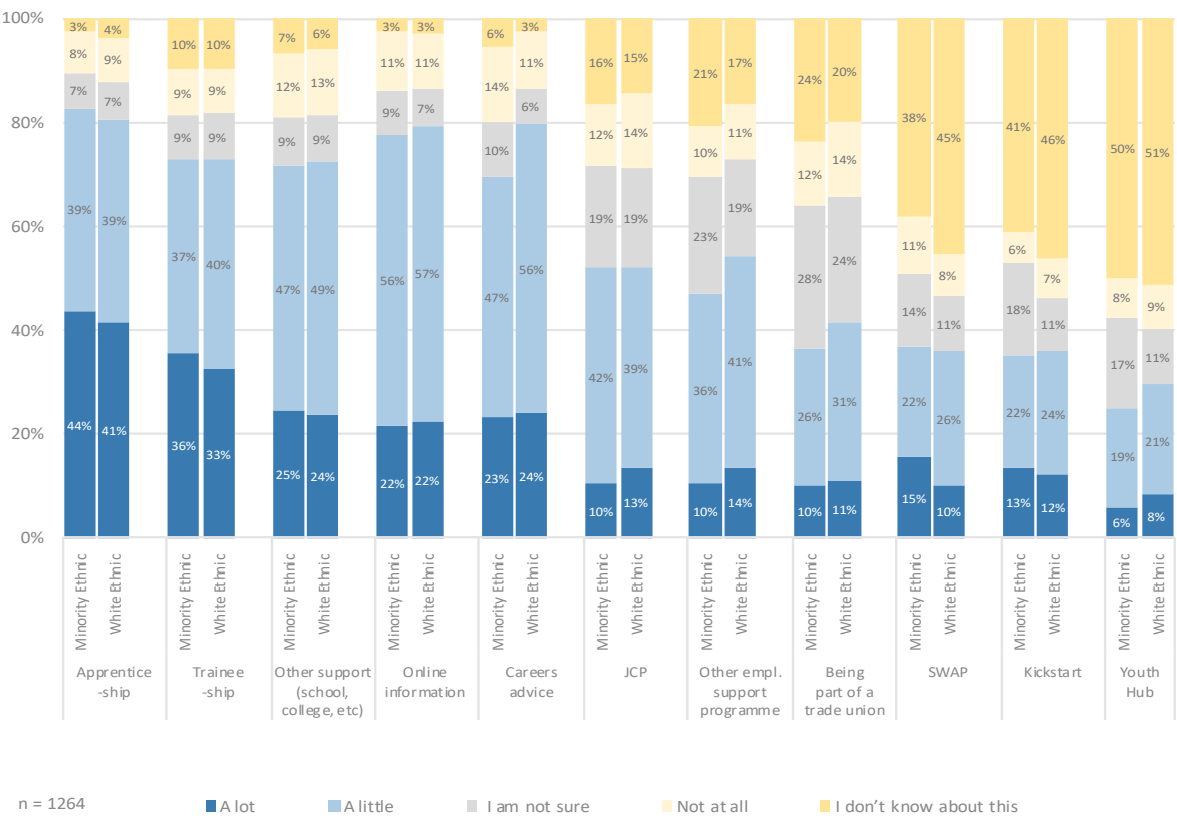


Source: IES two-wave survey of young people, 2021

Young people's views of support

When asked about what they viewed as the most useful types of support in helping them access good quality work, young people from across ethnic groups selected apprenticeships and traineeships as their top choices for support they found very helpful. Online information and careers advice were the top choices for support that was a little helpful. However, a smaller proportion of young people from minority ethnic groups said they found careers advice at least a little useful compared with those from white ethnic groups (47% and 56%). Similarly, young people from minority ethnic groups were more likely to not know about trade unions, SWAP, and Kickstart compared with peers from white ethnic groups. The lower rate of young people from minority ethnic groups in employment (10% compared with 22% of those from white ethnic groups) may have implications for the lower awareness about trade unions among this group.

Figure 10 'How much can the following types of support help you in accessing good quality work?' Rate of respondents by ethnic group







Source: IES two-wave survey of young people, 2021

Young people's experiences of work

The survey asked young people whether they had experience of work, whether through a job or other work experience. The vast majority of respondents across ethnic groups had some form of work experience, but the rate was higher among young people from white ethnic groups (80% compared with 75% for minority ethnic groups).







Table 11 Job/work experience, rate of respondents by ethnic group

HAVE YOU HAD A JOB OR WORK EXPERIENCE	MINORITY ETHNIC GROUP	WHITE ETHNIC GROUP
YES	 75%	 80%
NO	 25%	 20%

Source: IES two-wave survey of young people, 2021

Among respondents who had experience of work, young people from white ethnic groups were more likely to have two or more experiences of work compared with peers from minority ethnic groups (55% and 39%).

















Table 12 Number of job/work experiences, rate of respondents by ethnic group

HOW MANY WORK EXPERIENCES OR JOBS HAVE YOU HAD?	MINORITY ETHNIC GROUP	WHITE ETHNIC GROUP
1 to 2	 61%	 45%
3 to 4	 22%	 33%
5+	 17%	 22%

Source: IES two-wave survey of young people, 2021

The majority of respondents across ethnic groups were either in part-time or full-time jobs, but the rate for full-time jobs was higher among young people from white ethnic groups (34% compared with 21% for minority ethnic groups). Respondents from minority ethnic groups were instead more likely to be in unpaid work placements compared with peers from white ethnic groups (17% and 9%).





Table 13 Type of job/work experience, rate of respondents by ethnic group

WHAT IS YOUR MOST RECENT EXPERIENCE OF WORK?	MINORITY ETHNIC GROUP	WHITE ETHNIC GROUP
Part-time job	 32%	 35%
Full-time job	 21%	 34%
Unpaid work placement	 17%	 9%
Temporary / fixed term job	 10%	 7%
Paid work placement	 9%	 6%
Internship	 7%	 5%
Apprenticeship	 3%	 3%
Traineeship	 1%	 2%

Source: IES two-wave survey of young people, 2021

While around six in ten young people from white ethnic groups were still in their most recent work (59%), this was true only for around four in ten of those from minority ethnic groups (43%).

















































Table 14 Currently in job/work experience, rate of respondents by ethnic group

ARE YOU STILL IN THIS WORK?	MINORITY ETHNIC GROUP	WHITE ETHNIC GROUP
NO	 57%	 41%
YES	 43%	 59%

Source: IES two-wave survey of young people, 2021

In terms of industries where young people worked, across ethnic groups around half of respondents worked in one of retail, education, healthcare and hospitality. Young people from white ethnic groups were more likely to work in retail (19% compared with 15% of peers from minority ethnic groups) and in hospitality (12% and 7%). Young people from minority ethnic groups were instead more likely to work in education (14% compared with 9% of peers from white ethnic groups) and in business and consulting (7% and 3%).

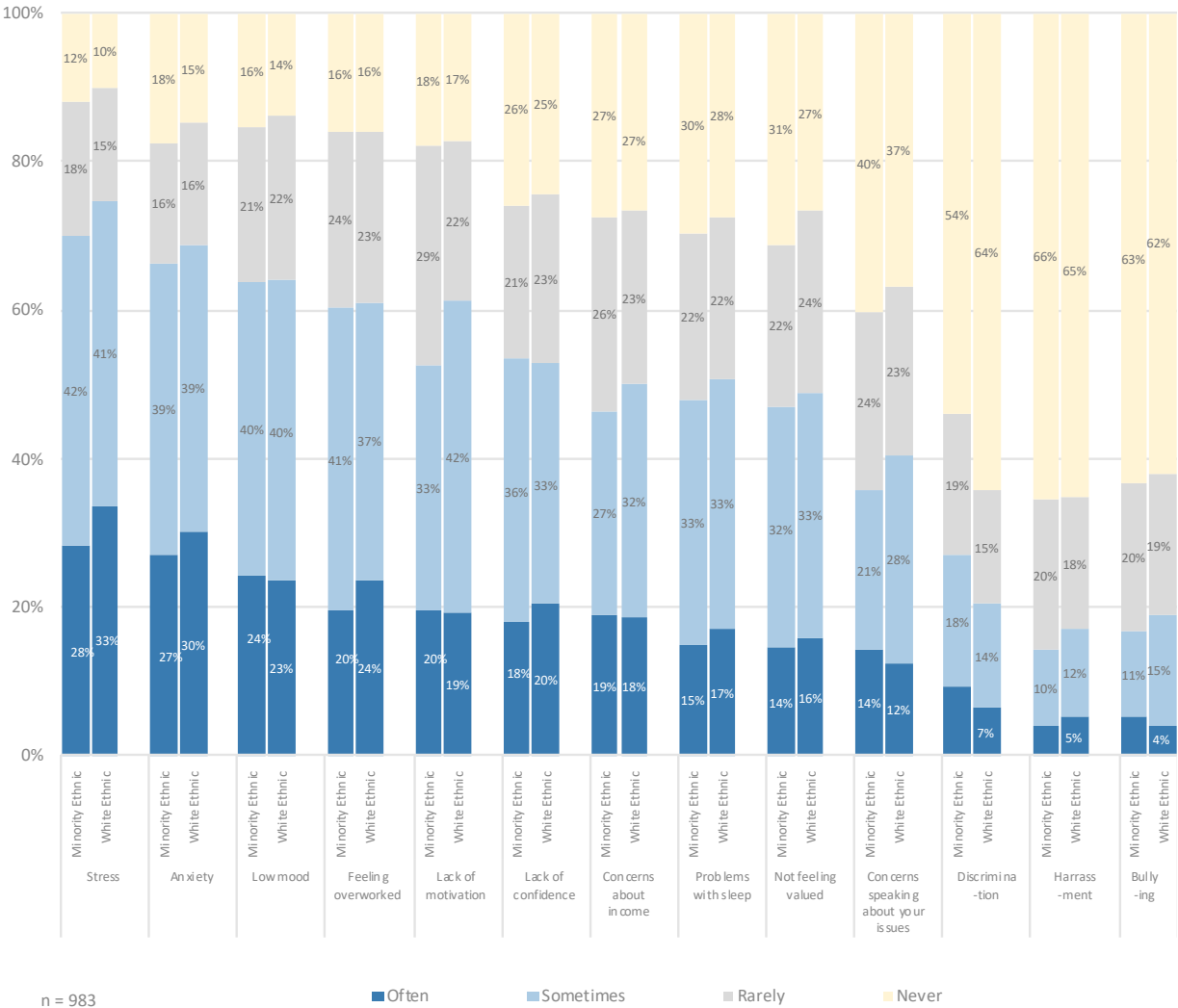
Table 15 Industry of job/work experience, rate of respondents by ethnic group

WHAT SECTOR IS THIS WORK IN?	MINORITY ETHNIC GROUP	WHITE ETHNIC GROUP
Retail	 15%	 19%
Education	 14%	 9%
Healthcare	 10%	 8%
Hospitality and events management	 7%	 12%
Business, consulting and management	 7%	 3%
Charity and voluntary work	 6%	 4%
Other sector	 6%	 6%
Information technology	 6%	 5%
Accountancy, banking and finance	 5%	 4%
Engineering and manufacturing	 5%	 4%
Marketing, advertising and PR	 4%	 3%
Transport and logistics	 3%	 0%
Recruitment and HR	 2%	 1%
Science and pharmaceuticals	 2%	 1%
Creative arts and design	 2%	 4%
Leisure, sport and tourism	 2%	 3%
Property and construction	 1%	 2%
Energy and utilities	 1%	 1%
Law enforcement and security	 1%	 1%
Public service and administration	 1%	 3%
Sales	 1%	 2%
Environment and agriculture	 1%	 2%
Social care	 1%	 1%
Media and internet	 0%	 2%

Source: IES two-wave survey of young people, 2021

The survey asked young people about their health and wellbeing at work. Among both white and minority ethnic groups, stress, anxiety, low mood and feeling overworked were issues that around seven to eight in ten young people experienced often or sometimes. Across the spectrum, with the exception of discrimination and bullying, the rate of those experiencing issues sometimes or often was generally higher for young people from white ethnic groups.

Figure 11 ‘Have you experienced any of the following in relation to work?’ Rate of respondents by ethnic group

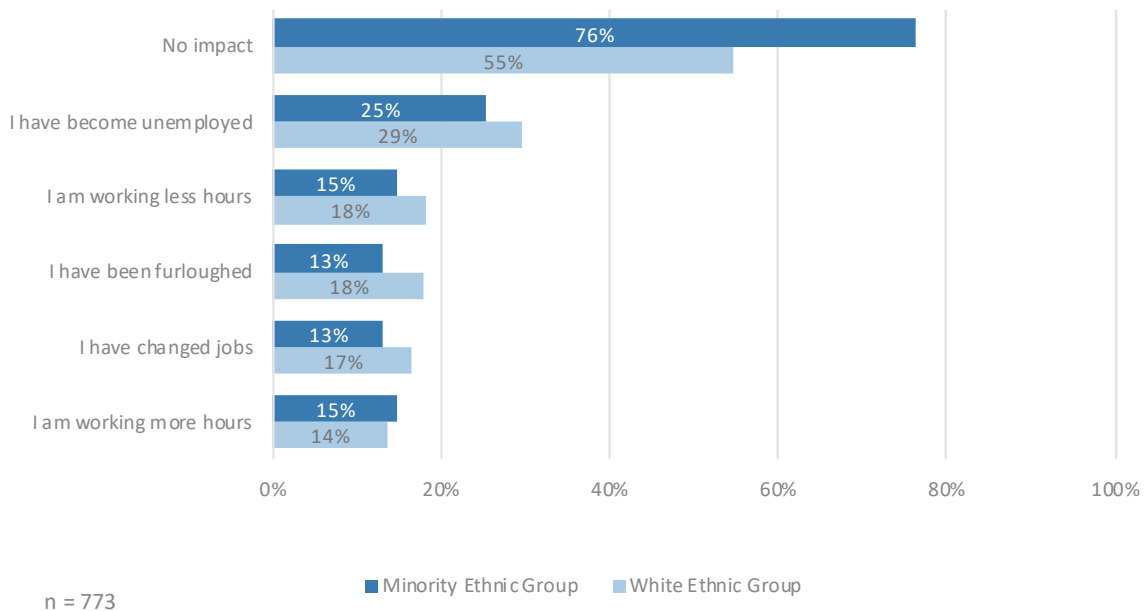


Source: IES two-wave survey of young people, 2021

The impact of the pandemic

The survey asked young people who had been in a job or work experience just before the Covid-19 pandemic whether the pandemic had an impact on their employment. Respondents were asked to select all relevant options (eg becoming unemployed and then changing jobs). Across ethnic groups over half of respondents said there had been no impact on their employment. However, the rate was notably higher for young people from minority ethnic groups (76%) compared with those from white ethnic groups (55%).

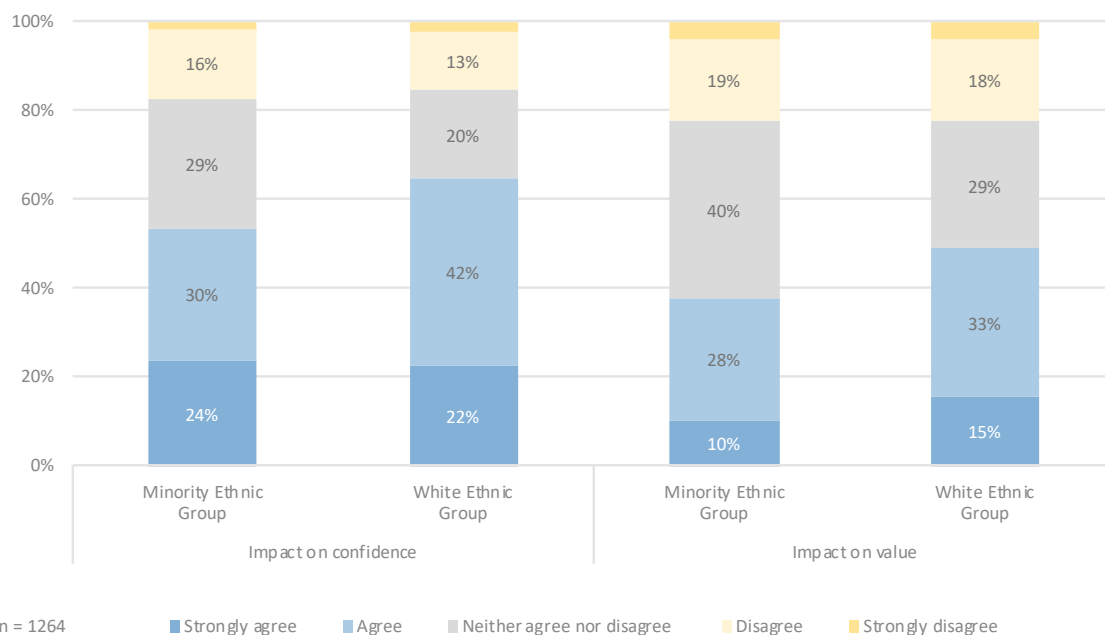
Figure 12 'Has Covid-19 had an impact on your employment?' Rate of respondents by ethnic group



Source: IES two-wave survey of young people, 2021

The majority of respondents across ethnic groups, including both those who had and did not have experience of work, strongly agreed or agreed that the pandemic had a negative impact on how confident they felt that they would be able to access good quality work, but the rate was higher for young people from white ethnic groups (64% compared with 54% for minority ethnic groups). Similarly, in terms of impact on how they valued the quality of work, a higher proportion of young people from white ethnic groups strongly agreed or agreed that the pandemic had a negative impact (48% compared with 38% for minority ethnic groups).

Figure 13 'Covid-19 had a negative impact on how confident I feel about accessing good work/how I value the quality of work' Respondent rate by ethnic group

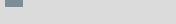


Source: IES two-wave survey of young people, 2021

Young people who were in employment both before and after Covid-19, whether in the same or a different job, were asked to rate the quality of their working conditions before and after the pandemic across a range of dimensions of the quality of work. Across ethnic groups, the majority of young people in work reported good conditions both before and after the pandemic. However, there was also an increase in young people reporting poor working conditions after the pandemic compared with before, across the majority of dimensions.

Young people from minority ethnic groups were slightly more likely than those from white ethnic groups to report good conditions across most dimensions of the quality of work before the pandemic. In particular, they were more likely to report good conditions around the impact on mental health compared with their peers from white ethnic groups (82% and 67%).






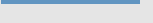





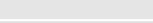


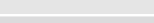


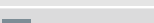
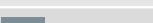


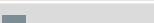


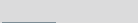



Table 16 Quality of working conditions before the Covid-19 pandemic, rate of respondents by ethnic group

(N=467)		MINORITY ETHNIC GROUP		WHITE ETHNIC GROUP	
The work itself	Good		91%		89%
	Poor		9%		11%
Working environment	Good		92%		85%
	Poor		8%		15%
Number of hours	Good		90%		82%
	Poor		10%		18%
Job security	Good		90%		82%
	Poor		10%		18%
Work-life balance	Good		90%		81%
	Poor		10%		19%
Pay	Good		77%		79%
	Poor		23%		21%
Flexibility	Good		82%		79%
	Poor		18%		21%
Using your skills well	Good		75%		76%
	Poor		25%		24%
Feeling valued and supported	Good		80%		76%
	Poor		20%		24%
Impact on physical health	Good		82%		73%
	Poor		18%		27%
On the job training	Good		77%		75%
	Poor		23%		25%
Impact on mental health	Good		82%		67%
	Poor		18%		33%
Opportunities to progress	Good		68%		66%
	Poor		32%		34%

Source: IES two-wave survey of young people, 2021

Following the pandemic, young people from white ethnic groups were more likely to report poor conditions across most aspects of work compared with peers from minority ethnic groups, particularly around on the job training (27% compared with 13%) and number of hours (23% compared with 13%). Young people from minority ethnic groups were instead slightly more likely to report poor conditions around impact on mental health compared with young people from white ethnic groups (41% and 39%).

Table 17 Quality of working conditions after the Covid-19 pandemic, rate of respondents by ethnic group

(N=467)		MINORITY ETHNIC GROUP		WHITE ETHNIC GROUP	
The work itself	Good		88%		81%
	Poor		12%		19%
Pay	Good		85%		83%
	Poor		15%		17%
Flexibility	Good		81%		81%
	Poor		19%		19%
Number of hours	Good		87%		77%
	Poor		13%		23%
Feeling valued and supported	Good		84%		78%
	Poor		16%		22%
Job security	Good		84%		78%
	Poor		16%		22%
Using your skills well	Good		80%		77%
	Poor		20%		23%
Working environment	Good		80%		77%
	Poor		20%		23%
Work-life balance	Good		84%		77%
	Poor		16%		23%
On the job training	Good		87%		73%
	Poor		13%		27%
Impact on physical health	Good		70%		67%
	Poor		30%		33%
Opportunities to progress	Good		71%		66%
	Poor		29%		34%
Impact on mental health	Good		59%		61%
	Poor		41%		39%

Source: IES two-wave survey of young people, 2021

In terms of the rate of variation in the quality of working conditions between before and after the pandemic, the highest increases in the rate of respondents reporting poor conditions were among young people from minority ethnic groups, particularly for work environment, impact on mental health, work-life balance, and job security. Young people from white ethnic groups were instead more likely to report worsened conditions across the work itself, work environment, and the number of hours. It should be noted that respondents from white ethnic groups were already more likely to report poor conditions before the pandemic, and therefore the variation in conditions between before and after the pandemic was generally smaller for these respondents.

Table 18 Difference in the quality of working conditions between before the pandemic and after it, change in responses by ethnic group

(N=467)		MINORITY ETHNIC GROUP		WHITE ETHNIC GROUP	
Work environment	Good		-13%		-10%
	Poor		140%		55%
Impact on mental health	Good		-28%		-10%
	Poor		124%		19%
Work-life balance	Good		-7%		-5%
	Poor		67%		21%
Job security	Good		-7%		-5%
	Poor		61%		22%
The work itself	Good		-4%		-8%
	Poor		38%		64%
Number of hours	Good		-4%		-6%
	Poor		33%		28%
Impact on physical health	Good		-12%		-6%
	Poor		12%		6%
Flexibility	Good		-2%		3%
	Poor		7%		-10%
Opportunities to progress	Good		4%		1%
	Poor		-8%		-1%
On the job training	Good		13%		-3%
	Poor		-44%		8%
Feeling valued and supported	Good		5%		3%
	Poor		-18%		-8%
Using your skills well	Good		7%		1%
	Poor		-21%		-4%
Pay	Good		11%		5%
	Poor		-37%		-19%

Source: IES two-wave survey of young people, 2021



03 DISABILITY








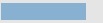
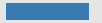
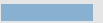














Disability

This chapter outlines the findings from the young people survey analysed by respondents' disability status. For each section of the survey, the analysis looks at variation in responses across disabled and non-disabled young people.

Sociodemographic make-up

The sociodemographic make-up for respondents to the survey according to disability status is presented in Table 19 below. It should be noted that there was a gender imbalance, with young men slightly under-represented among non-disabled young people and notably over-represented among disabled young people (and due to the small sample size, it is not possible to comment on non-binary/other young people). Among non-disabled young people, there was a notably higher representation of respondents not in education or employment. The analysis presented in this chapter notes where data skews may have implications for reading the findings.

Table 19 Sociodemographic make-up, rate of respondents by disability status

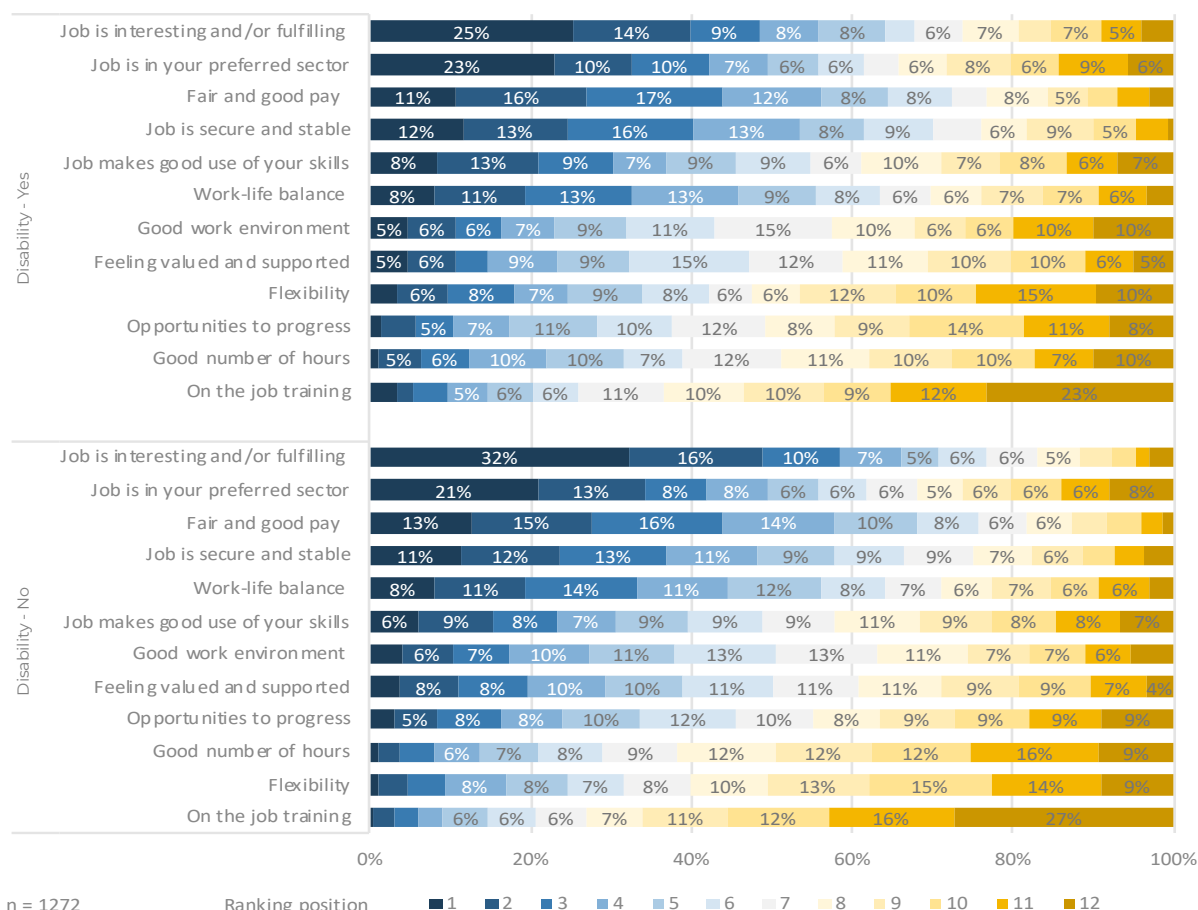
		DISABILITY - NO	DISABILITY - YES
AGE	16-18	 25%	 10%
	19-21	 40%	 35%
	22-25	 35%	 55%
GENDER	Woman	 54%	 34%
	Man	 45%	 64%
	Non-binary / other	 0%	 2%
ETHNICITY	Minority ethnic group	 22%	 10%
	White ethnic group	 78%	 90%
EDUCATION AND EMPLOYMENT STATUS	College, further education, or training	 33%	 22%
	Higher education	 35%	 20%
	Only employment	 12%	 44%
	Not in education nor employment	 21%	 14%

Source: IES two-wave survey of young people, 2021

Young people's views of good work

Young people in the survey were asked to rank twelve dimensions of the quality of work, from most important to least important. Across both disabled and non-disabled young people, a job that is interesting and fulfilling, and that is in their preferred sector, were the top two factors selected by respondents, while on-the-job training was the bottom one. Non-disabled young people were more likely to select a job that is interesting and fulfilling as their top factor compared with disabled peers (32% and 25%). Disabled young people were instead more likely to prioritise job security and stability compared with non-disabled peers (41% and 36%), and a job that made good use of their skills (30% and 23%).

Ranking of good quality work factors, rate of respondents by disability status



Source IES two-wave survey of young people, 2021

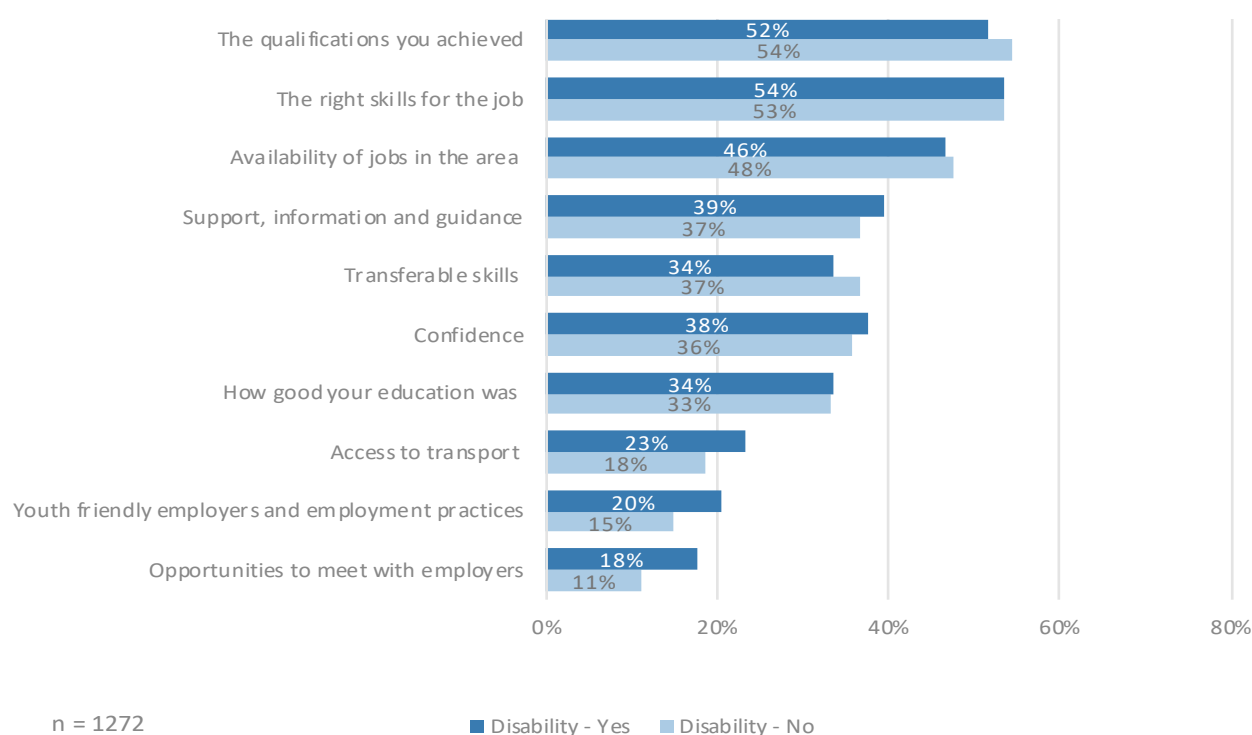
Factors influencing access to good work

Enabling factors

The survey asked young people to select what they viewed as the five most important factors, out of a list of twelve factors, that support them to access good quality work. Across disabled and non-disabled respondents, previous work experience, access to networks, having the right skills and qualifications, and availability of opportunities in the local area were the five factors most frequently selected by young people.

However, a higher rate of non-disabled young people felt that previous work experience and access to networks were key factors, while a higher rate of disabled young people felt that access to transport, youth friendly employers, and opportunities to meet with employers were key.

Figure 14 'Select the five most important factors that support access to good quality work', rate of respondents by disability status

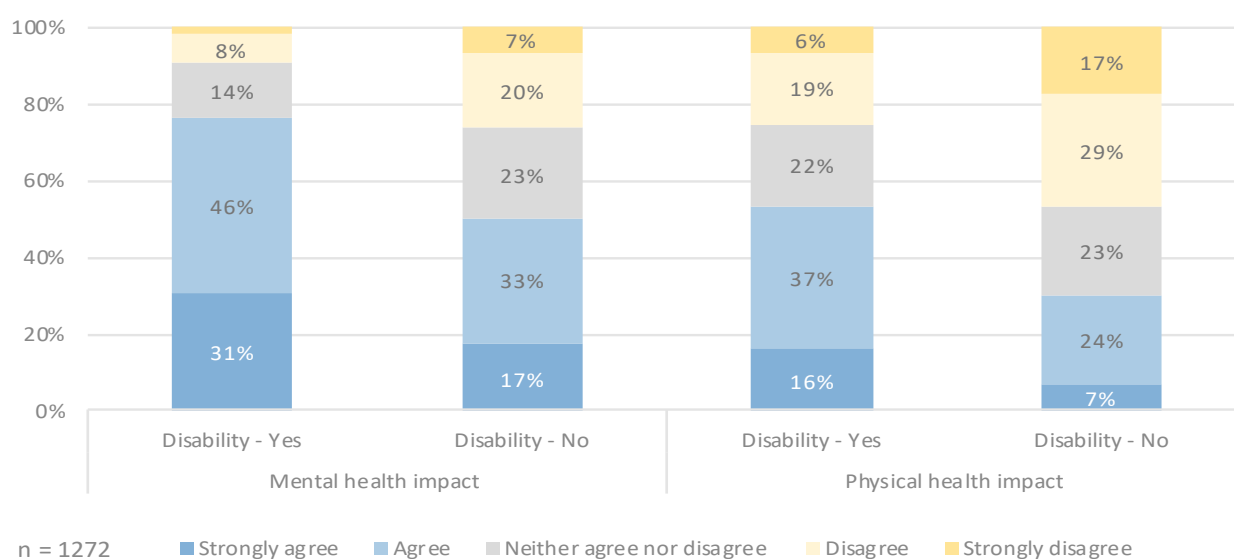


Source: IES two-wave survey of young people, 2021

Impact of health

The survey asked young people whether mental and/or physical health had an impact on their ability to access good quality work. Across young people, the majority strongly agreed or agreed that mental health had an impact, but the rate was notably higher among disabled young people (77% compared with 50% for non-disabled respondents). When asked about the impact of physical health, over half of disabled young people strongly agreed or agreed this had an impact (53%), compared with just under a third of non-disabled young people (31%). In particular, concerning the impact of both mental and physical health, disabled young people were around twice as likely to strongly agree compared with non-disabled peers.

Figure 15 'Mental/physical health has an impact on my ability to access good quality work', rate of respondents by disability status

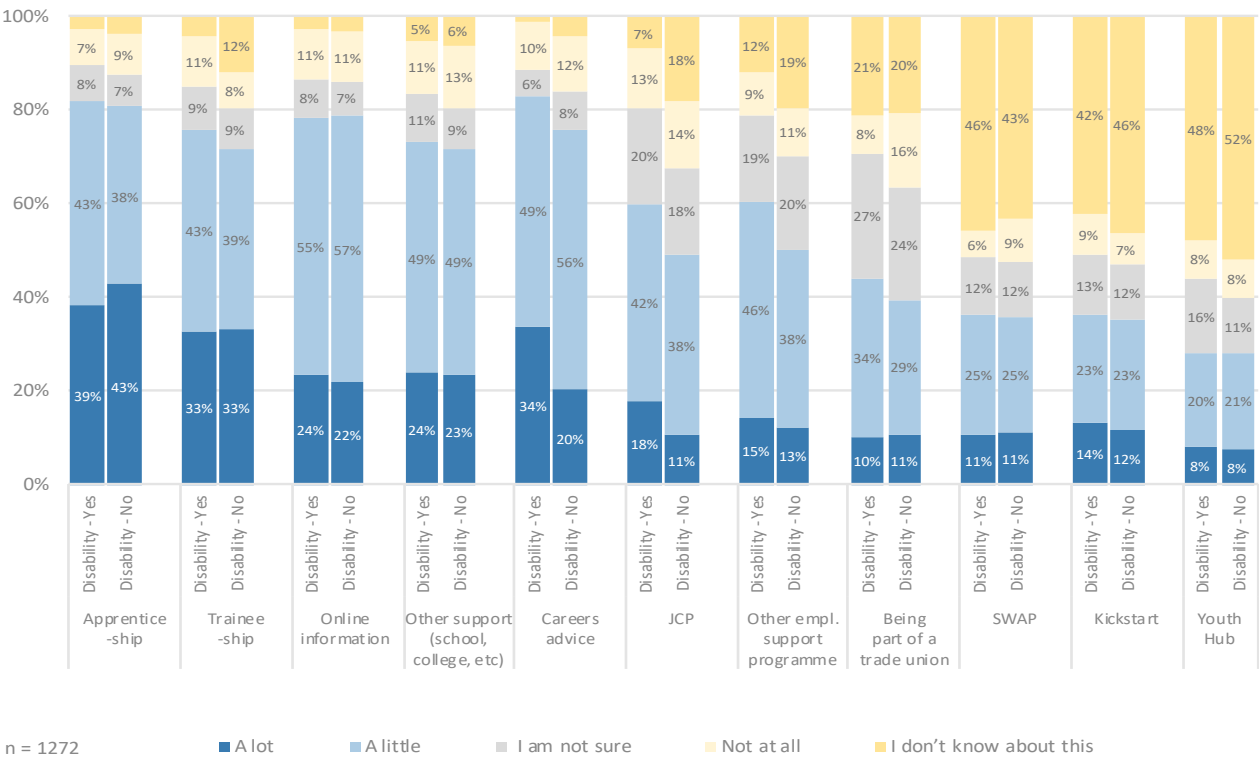


Source: IES two-wave survey of young people, 2021

Young people's views of support

When asked about what they viewed as the most useful types of support in helping them access good quality work, both disabled and non-disabled young people selected apprenticeships and traineeships as their top choices for support they found very helpful. Over a third of disabled young people also found careers advice to be very helpful, compared with just a fifth of their non-disabled peers. Online information, careers advice and other support from college and school were the top choices for support that was a little helpful across both disabled and non-disabled young people.

Figure 16 ‘How much can the following types of support help you in accessing good quality work?’
Rate of respondents by disability status



Source: IES two-wave survey of young people, 2021

Young people's experiences of work

The survey asked young people whether they had experience of work, whether through a job or other work experience. The vast majority of respondents across both disabled and non-disabled young people had some form of work experience, but the rate was slightly higher among disabled young people.







Table 20 Job/work experience, rate of respondents by disability status

HAVE YOU HAD A JOB OR WORK EXPERIENCE	DISABILITY - YES	DISABILITY - NO
YES	81%	78%
NO	19%	22%

Source: IES two-wave survey of young people, 2021

Among respondents who had experience of work, non-disabled young people were slightly more likely to have at least two work experiences compared with disabled young people (54% and 51%).

















Table 21 Number of job/work experiences, rate of respondents by disability status

HOW MANY WORK EXPERIENCES OR JOBS HAVE YOU HAD?	DISABILITY - YES	DISABILITY - NO
1 to 2	 49%	 47%
3 to 4	 35%	 31%
5+	 16%	 23%

Source: IES two-wave survey of young people, 2021

The majority of respondents across both disabled and non-disabled young people were either in part- or full-time work, but a higher number of disabled young people were in full-time work compared with non-disabled peers (41% and 28%).


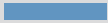


Table 22 Type of job/work experience, rate of respondents by disability status

WHAT IS YOUR MOST RECENT EXPERIENCE OF WORK?	DISABILITY - YES	DISABILITY - NO
Part-time job	 25%	 37%
Full-time job	 41%	 28%
Unpaid work placement	 9%	 11%
Temporary / fixed term job	 9%	 6%
Paid work placement	 7%	 7%
Internship	 3%	 6%
Apprenticeship	 3%	 3%
Traineeship	 3%	 1%

Source: IES two-wave survey of young people, 2021

Across both disabled and non-disabled groups, the majority of respondents were still in their most recent job or work experience, but the rate was higher among non-disabled respondents (57% compared with 50% for disabled respondents).









































Table 23 Currently in job/work experience, rate of respondents by disability status

ARE YOU STILL IN THIS WORK?	DISABILITY - YES	DISABILITY - NO
NO	 50%	 57%
YES	 50%	 43%

Source: IES two-wave survey of young people, 2021

In terms of industries where young people worked, around half of disabled young people worked in one of the following sectors: retail, education, IT, healthcare, or charity. Top industries for non-disabled young people were retail, hospitality, education, and healthcare. Notably, the number of non-disabled young people that worked in hospitality was over double that for their disabled peers (13% and 6%). The number of non-disabled young people who worked in the charity sector was under half that of their disabled peers (3% and 7%), and in IT was similarly an area where disabled young people were twice as well represented as those without a disability (4% and 9%).

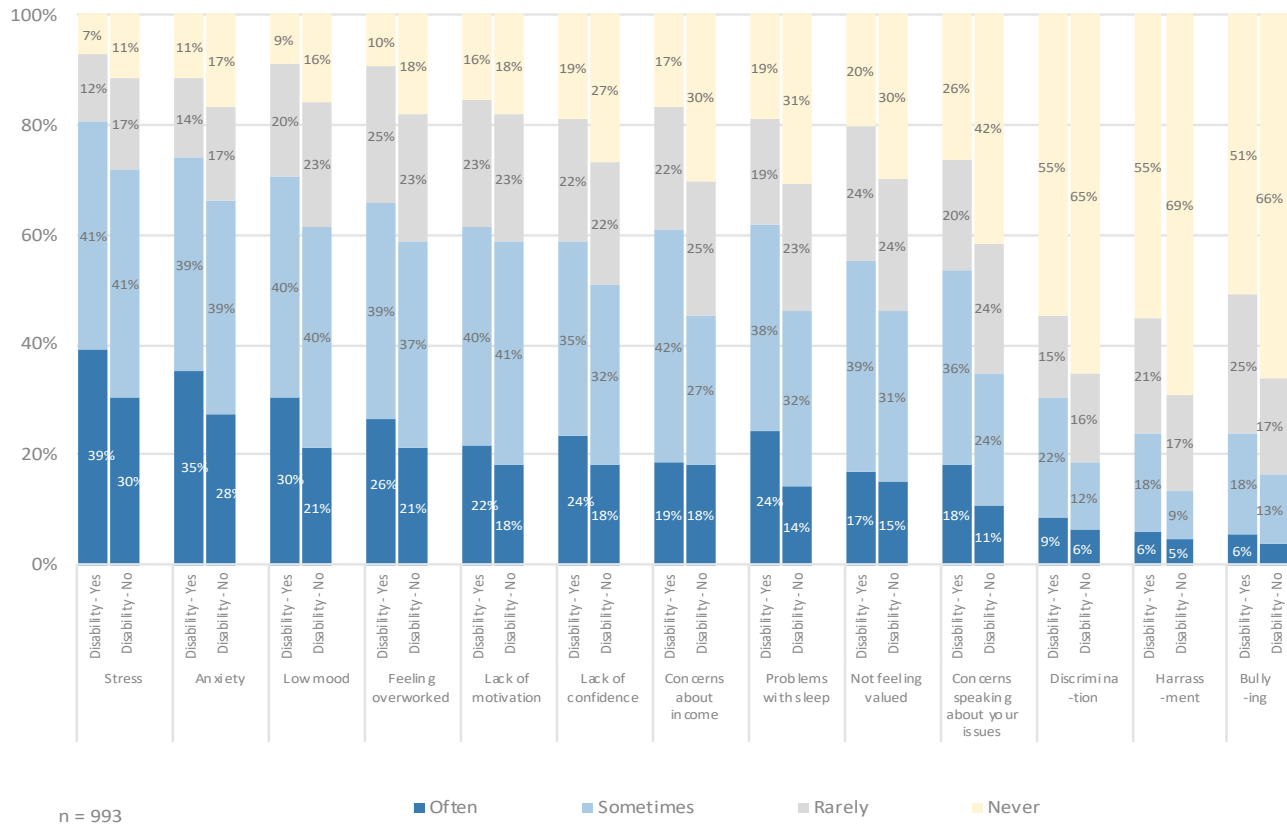
Table 24 Industry of job/work experience, rate of respondents by disability status

WHAT SECTOR IS THIS WORK IN?	DISABILITY - YES	DISABILITY - NO
Retail	 16%	 19%
Education	 11%	 9%
Information technology	 9%	 4%
Healthcare	 7%	 9%
Charity and voluntary work	 7%	 3%
Hospitality and events management	 6%	 13%
Creative arts and design	 5%	 3%
Other sector	 5%	 7%
Accountancy, banking and finance	 5%	 5%
Media and internet	 5%	 1%
Public service and administration	 4%	 2%
Environment and agriculture	 3%	 1%
Business, consulting and management	 3%	 4%
Marketing, advertising and PR	 2%	 3%
Property and construction	 2%	 2%
Recruitment and HR	 2%	 1%
Engineering and manufacturing	 2%	 5%
Leisure, sport and tourism	 2%	 3%
Sales	 2%	 2%
Social care	 2%	 0%
Energy and utilities	 1%	 1%
Science and pharmaceuticals	 1%	 2%
Law enforcement and security	 0%	 1%
Transport and logistics	 0%	 1%

Source: IES two-wave survey of young people, 2021

The survey asked young people about their health and wellbeing at work. Across disabled and non-disabled young people, six to eight in ten young people often or sometimes experienced stress, anxiety, low mood, feeling overworked, and lack of motivation. Across all dimensions, disabled young people were more likely to report a negative experience compared with non-disabled peers.

Figure 17 'Have you experienced any of the following in relation to work?' Rate of respondents by disability status

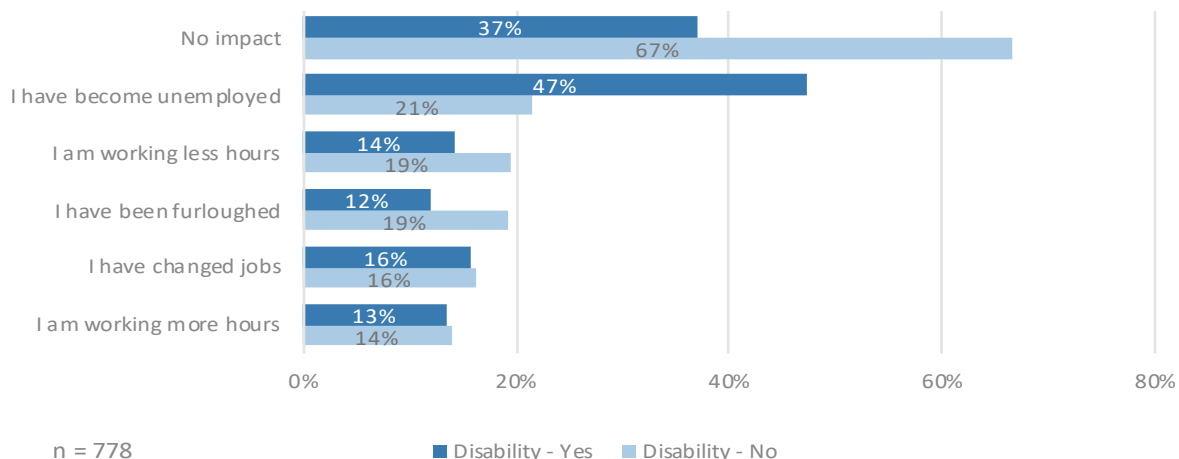


Source: IES two-wave survey of young people, 2021

The impact of the pandemic

The survey asked young people who had been in a job or work experience just before the Covid-19 pandemic whether the pandemic had an impact on their employment. Respondents were asked to select all relevant options (eg becoming unemployed and then changing jobs). While over two-thirds of non-disabled young people reported no impact (67%), just over a third of disabled young people said there had been no impact as a result of the pandemic (37%). On the other hand, disabled young people were more than twice as likely to have become unemployed compared with non-disabled peers (47% and 21%).

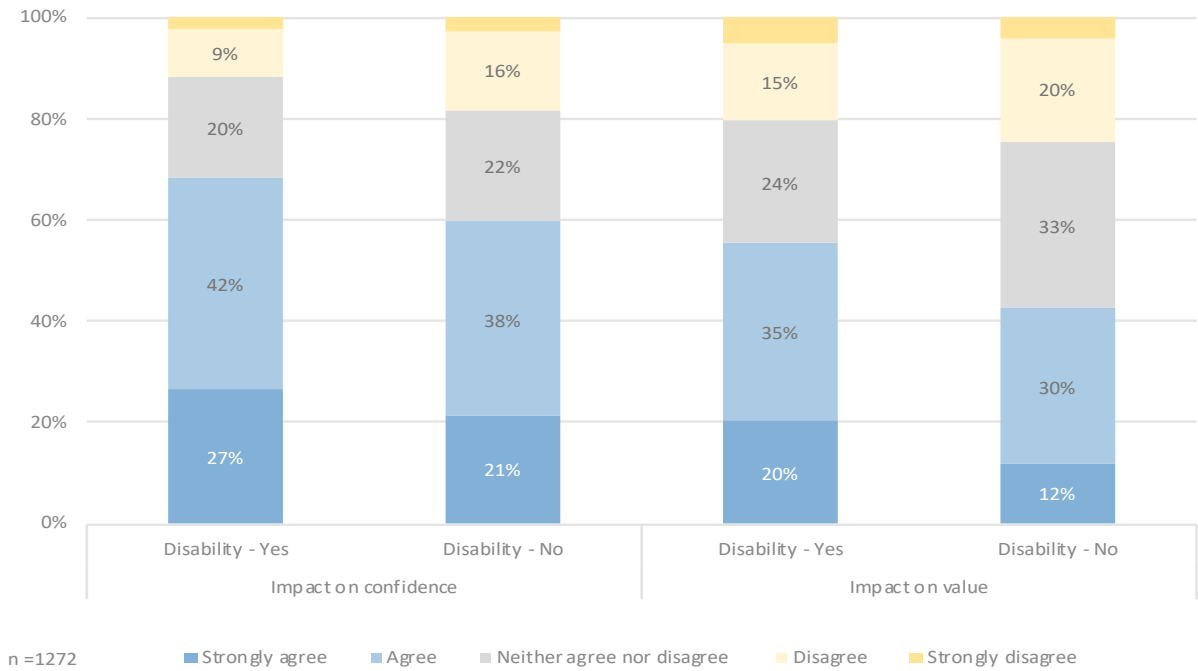
Figure 18 'Has Covid-19 had an impact on your employment?' Rate of respondents by disability status



Source: IES two-wave survey of young people, 2021

Across all responses, including for those who had experience of work and those who had not, the majority of both disabled and non-disabled young people strongly agreed or agreed that the pandemic had a negative impact on how confident they felt about being able to access good quality work. The rate was higher among disabled young people (69%) compared with non-disabled peers (59%). In terms of the impact on how they valued the quality of work, over half of disabled young people strongly agreed or agreed there had been an impact (55%) compared with around four in ten of non-disabled peers (42%).

Figure 19 ‘Covid-19 had a negative impact on how confident I feel about accessing good work/how I value the quality of work’
Respondent rate by disability status


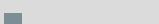
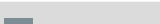
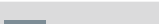

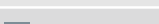
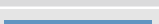
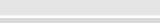
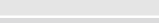
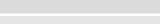
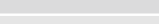
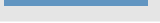
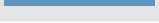
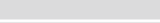
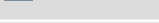
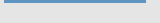



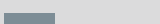

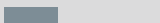


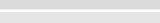
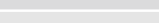
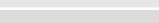
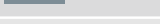


Source: IES two-wave survey of young people, 2021

Young people who were in employment both before and after Covid-19, whether in the same or a different job, were asked to rate the quality of their working conditions before and after the pandemic across a range of dimensions. Across both disabled and non-disabled young people, the majority of young people in work reported good conditions both before and after the pandemic. However, there was also an increase in young people reporting poor working conditions after the pandemic compared with before it, across the majority of dimensions.

There was a higher rate of non-disabled young people reporting good working conditions before the pandemic across the majority of dimensions, compared with disabled peers, with the exception of pay where a higher rate of disabled respondents reported good conditions. Disabled young people were more likely to report poor conditions particularly around the impact of work on their physical health and around feeling valued and supported.











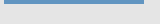
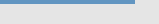

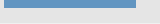
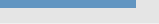


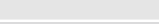


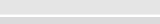
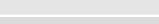


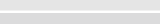
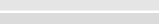


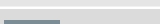
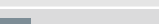








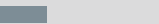



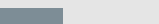


Table 25 Quality of working conditions before the Covid-19 pandemic, rate of respondents by disability status

(N=467)		DISABILITY - YES		DISABILITY - NO	
The work itself	Good		87%		90%
	Poor		13%		10%
Pay	Good		84%		77%
	Poor		16%		23%
Working environment	Good		83%		86%
	Poor		17%		14%
Work-life balance	Good		81%		82%
	Poor		19%		18%
Number of hours	Good		80%		84%
	Poor		20%		16%
Job security	Good		79%		84%
	Poor		21%		16%
Flexibility	Good		75%		80%
	Poor		25%		20%
Using your skills well	Good		72%		76%
	Poor		28%		24%
Feeling valued and supported	Good		70%		78%
	Poor		30%		22%
On the job training	Good		72%		76%
	Poor		28%		24%
Impact on physical health	Good		66%		76%
	Poor		34%		24%
Opportunities to progress	Good		65%		66%
	Poor		35%		34%
Impact on mental health	Good		64%		70%
	Poor		36%		30%

Source: IES two-wave survey of young people, 2021

Following the pandemic, there was an increase across both disabled and non-disabled young people in respondents reporting poor conditions for the quality of work, and young people from disabled backgrounds were still more likely to report poor conditions compared with non-disabled peers across all dimensions. Among disabled young people, the highest rate of responses for poor conditions were around impact on physical and mental health (45% and 48% respectively), while for non-disabled young people it was around impact on mental health and opportunities to progress (37% and 32% respectively).

Table 26 Quality of working conditions after the Covid-19 pandemic, rate of respondents by disability status

(N=467)		DISABILITY - YES		DISABILITY - NO	
The work itself	Good		81%		87%
	Poor		19%		13%
Pay	Good		79%		84%
	Poor		21%		16%
Flexibility	Good		79%		82%
	Poor		21%		18%
Using your skills well	Good		78%		77%
	Poor		22%		23%
Work environment	Good		73%		78%
	Poor		27%		22%
Work-life balance	Good		71%		80%
	Poor		29%		20%
Number of hours	Good		72%		80%
	Poor		28%		20%
Feeling valued and supported	Good		69%		81%
	Poor		31%		19%
Job security	Good		69%		81%
	Poor		31%		19%
On the job training	Good		68%		76%
	Poor		32%		24%
Opportunities to progress	Good		60%		68%
	Poor		40%		32%
Impact on physical health	Good		55%		72%
	Poor		45%		28%
Impact on mental health	Good		52%		63%
	Poor		48%		37%

Source: IES two-wave survey of young people, 2021

In terms of the rate of variation in the quality of working conditions between before and after the pandemic, the highest increase in the rate of respondents reporting poor conditions across the spectrum was among disabled young people, particularly for work environment, impact on mental health, work-life balance, job security, and the work itself. Non-disabled young people reported the highest increase overall, across all respondents, for poor conditions around work environment (+61% increase).

Table 27 Difference in the quality of working conditions between before the pandemic and after it, change in responses by disability status

(N=467)		DISABILITY - YES		DISABILITY - NO	
Work environment	Good		-12%		-10%
	Poor		56%		61%
Work-life balance	Good		-12%		-3%
	Poor		50%		15%
Job security	Good		-12%		-3%
	Poor		45%		15%
The work itself	Good		-7%		-4%
	Poor		43%		33%
Number of hours	Good		-10%		-5%
	Poor		38%		25%
Impact on mental health	Good		-19%		-11%
	Poor		35%		26%
Pay	Good		-6%		9%
	Poor		29%		-29%
Opportunities to progress	Good		-9%		3%
	Poor		17%		-5%
On the job training	Good		-5%		0%
	Poor		14%		-1%
Impact on physical health	Good		-12%		-5%
	Poor		12%		5%
Feeling valued and supported	Good		-1%		4%
	Poor		3%		-13%
Flexibility	Good		5%		2%
	Poor		-16%		-8%
Using your skills well	Good		8%		0%
	Poor		-21%		-1%

Source: IES two-wave survey of young people, 2021



04

EDUCATION AND EMPLOYMENT STATUS































Education and employment status

This chapter outlines the findings from the young people survey analysed by respondents' education and employment status. For each section of the survey, the analysis looks at variation in responses across young people in education, in employment, and not in education or employment. The analysis refers to young people in education when talking about respondents who have experience of work but are still involved in education, and refers to young people in employment when talking about respondents who are solely in work.

Sociodemographic make-up

The sociodemographic make-up for respondents to the survey according to education and employment status is presented in Table 28 below. It should be noted that there is a higher representation of young people aged 22-25, and of young disabled people, among respondents not in education or employment compared with the wider population for this group. Across groups there is a gender imbalance, with a higher representation of women compared with men, with the exception of young people not in education or employment where men are notably over-represented (and due to the small sample size, it is not possible to comment on non-binary/other young people). The analysis presented in this chapter notes where data skews may have implications for reading the findings.

Table 28 Sociodemographic make-up, rate of respondents by education/employment status

		EDUCATION	EMPLOYMENT	NOT IN EDU/EMPL
AGE	16-18	 28%	 14%	 7%
	19-21	 43%	 30%	 36%
	22-25	 30%	 57%	 57%
GENDER	Woman	 52%	 61%	 25%
	Man	 46%	 37%	 74%
	Non-binary / other	 1%	 1%	 0%
ETHNICITY	Minority ethnic group	 22%	 20%	 10%
	White ethnic group	 78%	 80%	 90%
DISABILITY	Disability - YES	 82%	 81%	 46%
	Disability - NO	 18%	 19%	 54%

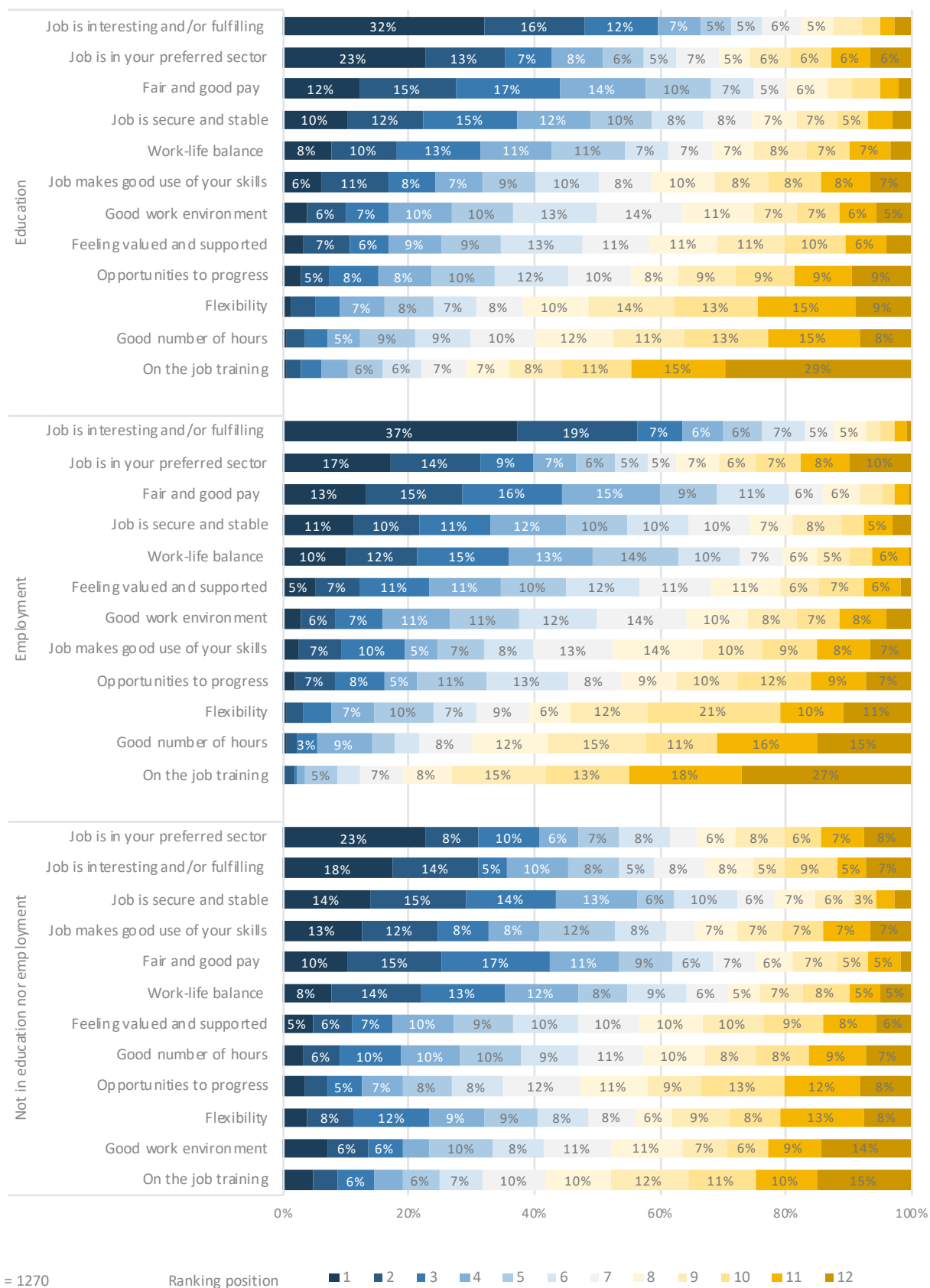
Source: IES two-wave survey of young people, 2021

Young people's views of good work

Young people in the survey were asked to rank twelve dimensions of the quality of work, from most important to least important. Across respondents, a job that is interesting and fulfilling, and that is in their preferred sector, were the top two factors selected by young people, while on-the-job training was the bottom one.

However, young people not in education or employment were less likely to select a job that is interesting and fulfilling as their top priority (18%) compared with peers in education (32%) and in employment (37%). They were instead more likely to include among their top three factors job security and stability (43% compared with 37% of those in education and 31% of those in employment) and a job that makes good use of their skills (33% compared with 25% and 20%). There was also a lower rate of young people not in education or employment selecting on-the-job-training as their last priority (15% compared with 29% of those in education and 27% of those in employment).

Ranking of good quality work factors, rate of respondents by education/employment status



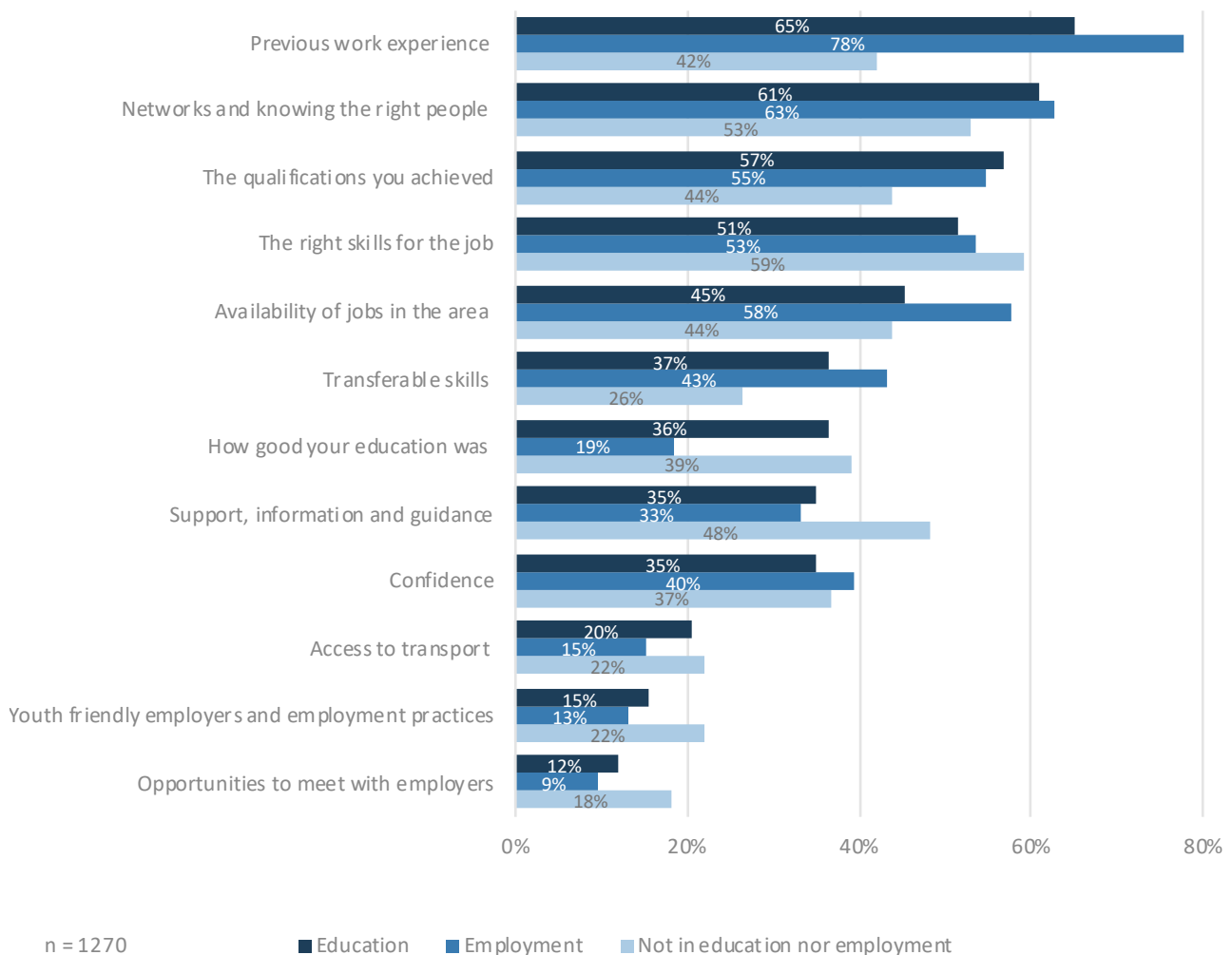
Source IES two-wave survey of young people, 2021

Factors influencing access to good work

Enabling factors

The survey asked young people to select what they viewed as the five most important factors, out of a list of twelve factors, that support them to access good quality work. Across respondents in education and in employment, previous work experience, access to networks, having the right skills and qualifications, and availability of opportunities in the local area were the five factors most frequently selected by young people. Among respondents not in education or employment, top factors were instead having the right skills for the job, networks and knowing the right people, access to the right support, information and guidance, and qualifications and availability of jobs in the local area.

Figure 20 'Select the five most important factors that support access to good quality work', rate of respondents by education/employment status

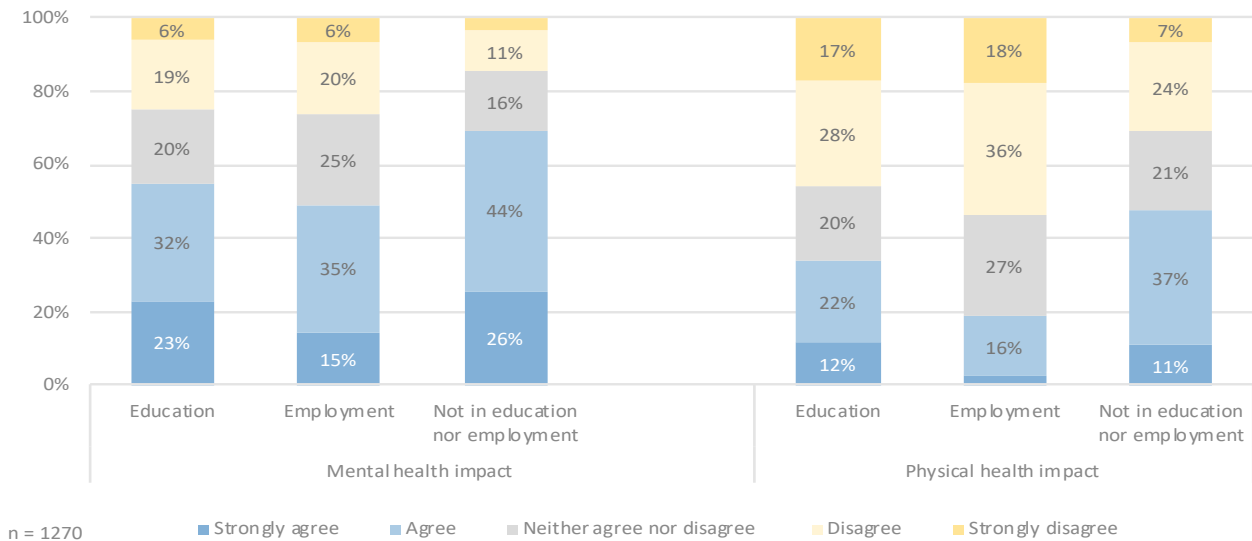


Source: IES two-wave survey of young people, 2021

Impact of health

The survey asked young people whether mental and/or physical health had an impact on their ability to access good quality work. Across all young people, the majority strongly agreed or agreed that mental health had an impact. Agreement was highest among respondents not in education or employment (70%). When asked about the impact of physical health, around a third of young people in education (34%) and around half of those not in education or employment (48%) agreed physical health had an impact on their ability to access good quality work, compared to under a fifth of those in employment (18%). It should be noted that in the sample there was a higher representation of young disabled people among those not in education or employment (54%) compared with those in education or in employment (18% and 19% respectively), which may have implications for the higher rate of respondents reporting the impact of health among this group.

Figure 21 'Mental/physical health has an impact on my ability to access good quality work', rate of respondents by education/employment status

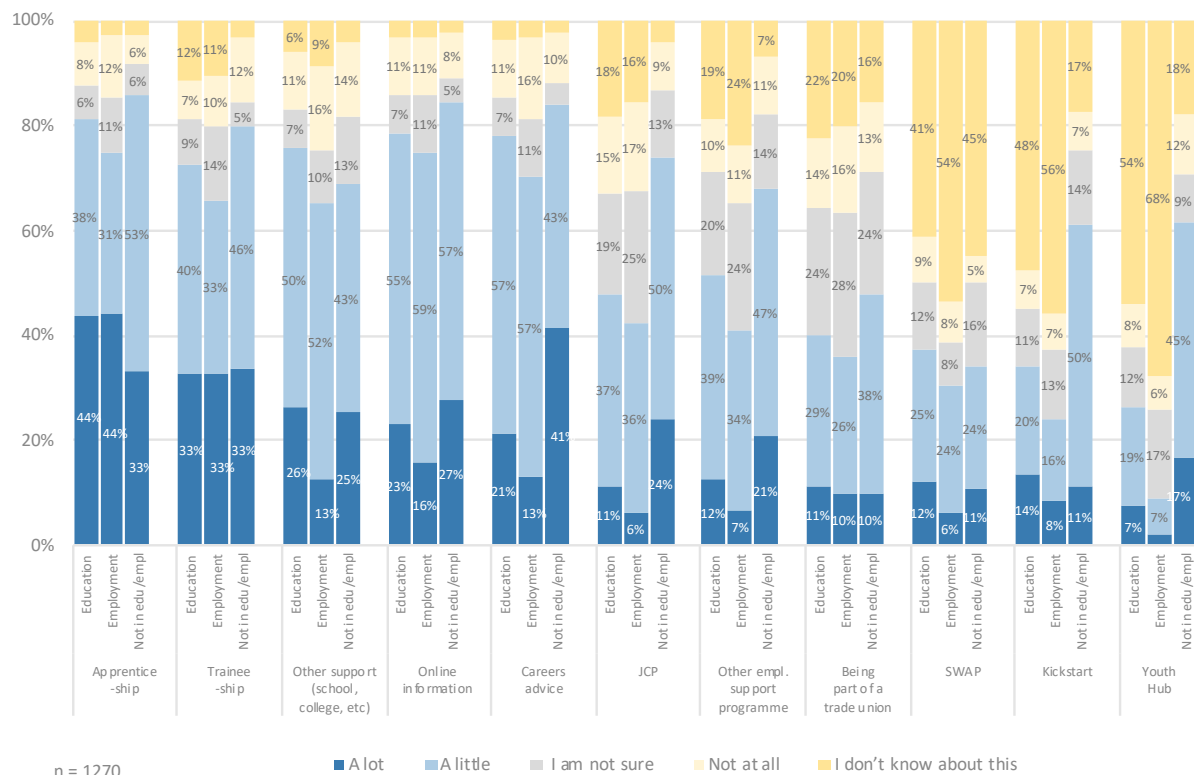


Source: IES two-wave survey of young people, 2021

Young people's views of support

When asked about what they viewed as the most useful types of support in helping them access good quality work, young people in education and in employment selected apprenticeships (44% respectively) and traineeships (33% respectively) as their top choices for support they found very helpful. Young people not in employment or education were instead more likely to say careers advice helped a lot (41%, compared with 21% for those in education and 13% for those in employment). Online information and careers advice were the top choices for support that was a little helpful across all young people. Among young people not in education or employment, there was generally a low rate of respondents who found interventions such as SWAP, Youth Hubs and Kickstart (which are targeted at this group), to be very useful.

Figure 22 'How much can the following types of support help you in accessing good quality work?' Rate of respondents by education/employment status









Source: IES two-wave survey of young people, 2021

Young people's experiences of work

The survey asked young people whether they had experience of work, whether through a job or other work experience. The vast majority of respondents had some form of work experience, but the rate was higher among those currently in employment.










Table 29 Job/work experience, rate of respondents by education/employment status

HAVE YOU HAD A JOB OR WORK EXPERIENCE	EDUCATION	EMPLOYMENT	NOT IN EDUCATION / EMPLOYMENT
YES	 81%	 90%	 62%
NO	 19%	 10%	 38%

Source: IES two-wave survey of young people, 2021

Among respondents who had experience of work, those in employment were more likely to have two or more experiences (63%) compared with those in education (52%) and those not in education or employment (39%).

























Table 30 Number of job/work experiences, rate of respondents by education/employment status

HOW MANY WORK EXPERIENCES OR JOBS HAVE YOU HAD?	EDUCATION	EMPLOYMENT	NOT IN EDUCATION / EMPLOYMENT
1 to 2	 47%	 37%	 61%
3 to 4	 31%	 36%	 28%
5+	 21%	 27%	 11%

Source: IES two-wave survey of young people, 2021

The majority of respondents had their most recent experience in either a full- or part-time job. There was a higher proportion of respondents who had part-time jobs among young people in education (41%), while those in employment, and those not in education or employment were more likely to have been in a full-time job (40% and 60% respectively).

Table 31 Type of job/work experience, rate of respondents by education/employment status

WHAT IS YOUR MOST RECENT EXPERIENCE OF WORK?	EDUCATION	EMPLOYMENT	NOT IN EDUCATION / EMPLOYMENT
Full-time job	 22%	 40%	 60%
Part-time job	 41%	 30%	 13%
Unpaid work placement	 14%	 7%	 3%
Paid work placement	 7%	 4%	 10%
Temporary / fixed term job	 8%	 7%	 2%
Internship	 5%	 7%	 5%
Apprenticeship	 3%	 4%	 3%
Traineeship	 1%	 2%	 3%

Source: IES two-wave survey of young people, 2021

In terms of industries where young people worked, respondents in education and employment were more likely to have experience in one of retail, hospitality, healthcare or education. Young people not in education or employment were more likely to have experience in IT, creative arts, retail, and education. Furthermore, young people not in education or employment were six times more likely to have experience in IT compared with peers in education and in employment.

Table 32 Industry of job/work experience, rate of respondents by education/employment status

WHAT SECTOR IS THIS WORK IN?	EDUCATION	EMPLOYMENT	NOT IN EDUCATION / EMPLOYMENT
Retail	 22%	 12%	 10%
Hospitality and events management	 13%	 9%	 6%
Healthcare	 9%	 9%	 8%
Education	 9%	 14%	 9%
Other sector	 6%	 8%	 4%
Accountancy, banking and finance	 5%	 4%	 5%
Charity and voluntary work	 4%	 6%	 3%
Engineering and manufacturing	 4%	 5%	 3%
Business, consulting and management	 4%	 2%	 4%
Marketing, advertising and PR	 3%	 3%	 1%
Leisure, sport and tourism	 3%	 1%	 2%
Information technology	 3%	 3%	 18%
Public service and administration	 2%	 4%	 1%
Science and pharmaceuticals	 2%	 1%	 1%
Sales	 2%	 0%	 2%
Creative arts and design	 2%	 4%	 10%
Property and construction	 2%	 1%	 3%
Media and Internet	 1%	 2%	 4%
Environment and agriculture	 1%	 1%	 2%
Energy and utilities	 1%	 1%	 0%
Transport and logistics	 1%	 1%	 0%
Law enforcement and security	 1%	 2%	 1%
Social care	 0%	 2%	 1%
Recruitment and HR	 0%	 2%	 4%

Source: IES two-wave survey of young people, 2021

Across respondents in education and in employment, the majority of respondents were still in their most recent job or work experience, but the rate was higher among those in employment (72% compared with 54% for those in education).

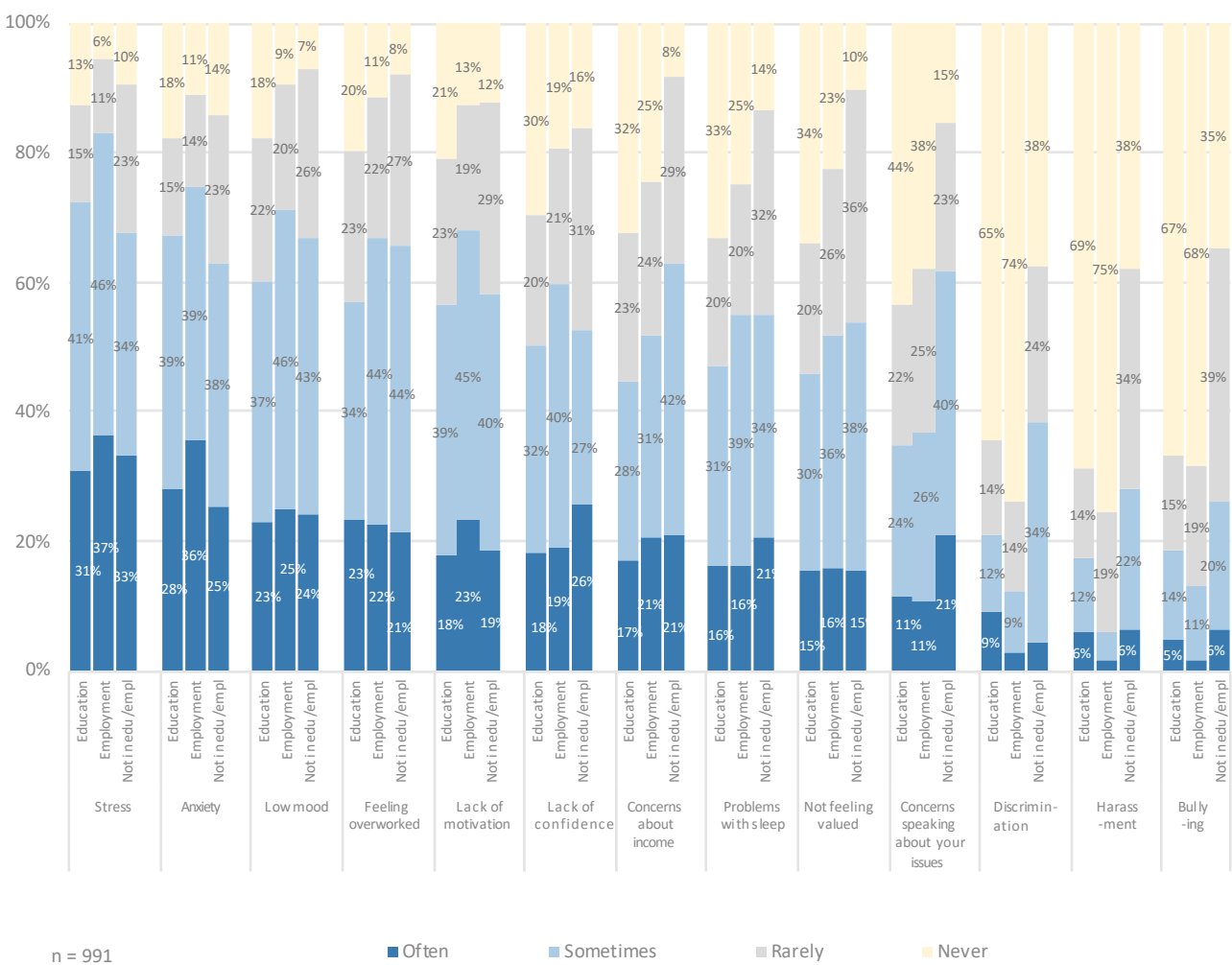
Table 33 Currently in job/work experience, rate of respondents by education/employment status

ARE YOU STILL IN THIS WORK?	EDUCATION	EMPLOYMENT
NO	<div><div></div></div> 54%	<div><div></div></div> 72%
YES	<div><div></div></div> 46%	<div><div></div></div> 28%

Source: IES two-wave survey of young people, 2021

The survey asked young people about their health and wellbeing at work. Across all young people, six to eight in ten respondents experienced stress, anxiety, low mood feeling overworked, and lacking motivation often or sometimes. Rates of those experiencing these issues were often highest among young people who were in employment. Young people not in education or employment displayed higher rates for often lacking confidence, experiencing problems with sleep, and feeling concerned about speaking about their issues, compared with peers in education and in employment.

Figure 23 ‘Have you experienced any of the following in relation to work?’ Rate of respondents by education/employment status

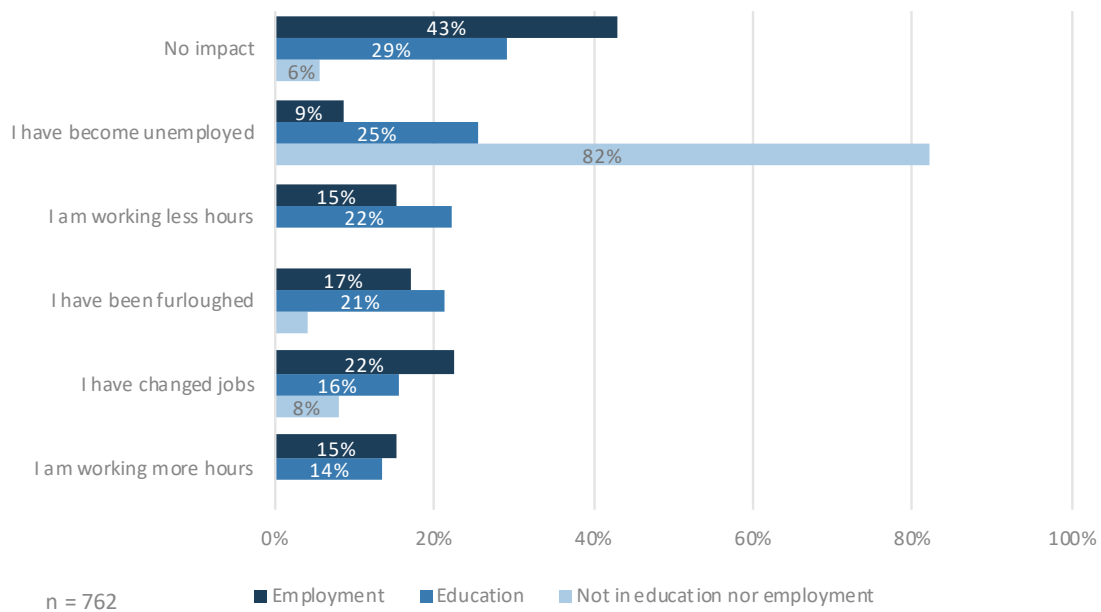


Source: IES two-wave survey of young people, 2021

The impact of the pandemic

The survey asked young people who had been in a job or work experience just before the Covid-19 pandemic whether the pandemic had an impact on their employment. Respondents were asked to select all relevant options (eg becoming unemployed and then changing jobs). Among those in employment, just around four in ten reported no impact (43%), while around a fifth said they changed jobs (22%), and over one in ten were working either more or less hours (15% respectively). Among young people in education, under a third reported no impact (29%), while a fourth had become unemployed (25%), and around a fifth had been furloughed (21%). The vast majority of respondents not in education or training at the time of the survey had become unemployed as a result of the pandemic (82%).

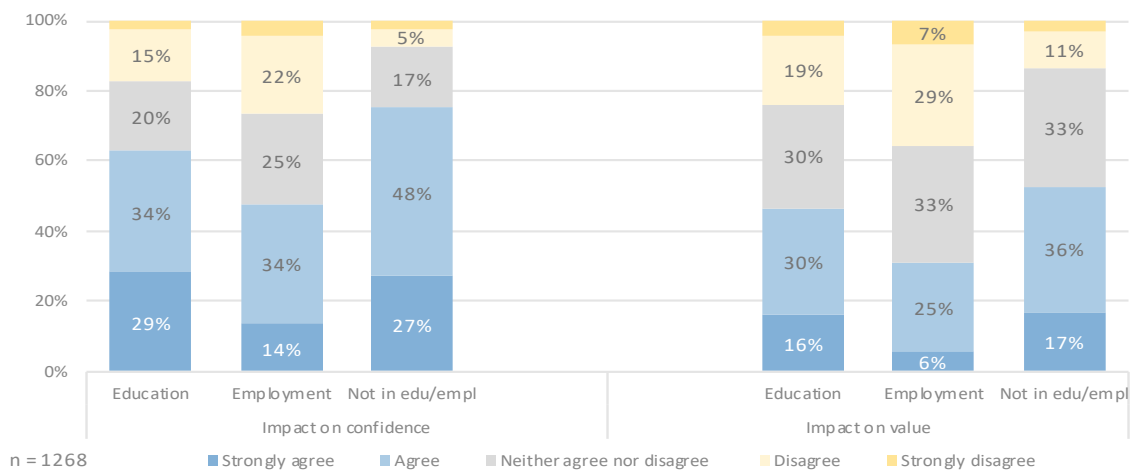
Figure 24 'Has Covid-19 had an impact on your employment?' Rate of respondents by education/employment status



Source: IES two-wave survey of young people, 2021

Across all responses, including for those who had experience of work and those who had not, the majority of young people in education and those not in education or employment said the pandemic had an impact on how confident they felt to be able to access good quality work. In particular, over a quarter of each group strongly agreed that the pandemic had a negative impact on their confidence (29% and 27% respectively). Similarly, when asked about impact on how they valued the quality of work, a higher rate of young people in education and of those not in education or employment agreed or strongly agreed the pandemic had a negative impact (46% and 51%) compared with young people in employment (31%).

Figure 25 'Covid-19 had a negative impact on how confident I feel about accessing good work/how I value the quality of work.' Respondent rate by education/employment status



Source: IES two-wave survey of young people, 2021

Young people who were in employment both before and after the Covid-19 crisis, whether in the same or a different job, were asked to rate the quality of their working conditions before and after the pandemic, across a range of dimensions of the quality of work. Across respondents, the majority of young people in work reported good conditions both before and after the pandemic. However, there was also an increase in young people reporting poor working conditions after the pandemic compared with before, across the majority of dimensions.

Before the pandemic, young people in education were more likely to report good conditions across most dimensions of their working conditions compared with peers in employment. Young people in employment were instead more likely to report poor conditions particularly around impact on mental health (38% compared with 24% for peers in education) and flexibility (27% and 14%), and pay (27% and 17%).



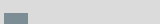
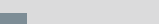


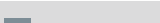
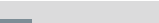


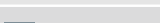
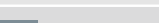






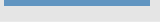
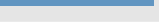
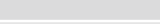
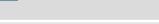
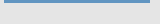

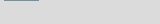
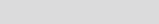


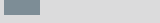
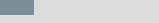


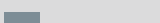
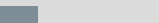


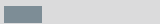
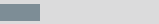






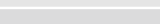
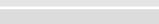
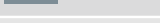
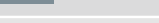
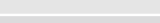
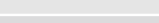
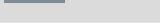
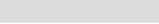
Table 34 Quality of working conditions before the Covid-19 pandemic, rate of respondents by education/employment status

(N=468)		EDUCATION		EMPLOYMENT	
The work itself	Good		93%		85%
	Poor		7%		15%
Work environment	Good		89%		82%
	Poor		11%		18%
Job security	Good		88%		79%
	Poor		12%		21%
Number of hours	Good		87%		81%
	Poor		13%		19%
Work-life balance	Good		86%		77%
	Poor		14%		23%
Flexibility	Good		86%		73%
	Poor		14%		27%
Pay	Good		83%		73%
	Poor		17%		27%
Feeling valued and supported	Good		80%		71%
	Poor		20%		29%
On the job training	Good		79%		70%
	Poor		21%		30%
Impact on physical health	Good		76%		73%
	Poor		24%		27%
Impact on mental health	Good		76%		62%
	Poor		24%		38%
Using your skills well	Good		72%		76%
	Poor		28%		24%
Opportunities to progress	Good		69%		61%
	Poor		31%		39%

Source: IES two-wave survey of young people, 2021

Following the pandemic, there was an increase in young people reporting poor conditions across all groups of respondents, but young people in education were still more likely to report good conditions across most dimensions of their working conditions, except for the quality of the work itself and opportunities to progress. Among young people in education, the highest rate of responses for poor conditions were around opportunities to progress and impact on mental health (34% and 36% respectively), while for young people in employment it was around impact on mental health and impact on physical health (42% and 32% respectively).

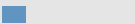



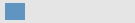



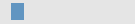



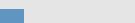



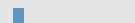



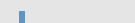



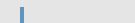



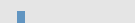



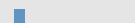



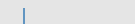



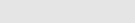

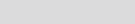

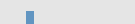

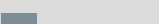

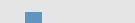

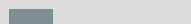

Table 35 Quality of working conditions after the Covid-19 pandemic, rate of respondents by education/employment status

(N=468)		EDUCATION		EMPLOYMENT	
Pay	Good		87%		83%
	Poor		13%		17%
Flexibility	Good		85%		80%
	Poor		15%		20%
Work-life balance	Good		83%		77%
	Poor		17%		23%
Job security	Good		83%		79%
	Poor		17%		21%
The work itself	Good		81%		88%
	Poor		19%		12%
Number of hours	Good		81%		79%
	Poor		19%		21%
Feeling valued and supported	Good		80%		79%
	Poor		20%		21%
Work environment	Good		80%		77%
	Poor		20%		23%
Using your skills well	Good		79%		76%
	Poor		21%		24%
On the job training	Good		79%		72%
	Poor		21%		28%
Impact on physical health	Good		70%		68%
	Poor		30%		32%
Opportunities to progress	Good		66%		70%
	Poor		34%		30%
Impact on mental health	Good		64%		58%
	Poor		36%		42%

Source: IES two-wave survey of young people, 2021

In terms of the rate of variation in the quality of working conditions between before and after the pandemic, the highest increase in the rate of respondents reporting poor conditions across the spectrum was among young people in education, particularly for the quality of the work itself and the work environment. There was instead a notable increase among young people in employment reporting good conditions across opportunities to progress (+16%), pay (+14%), and feeling valued and supported (+12%).

Table 36 Difference in the quality of working conditions between before the pandemic and after it, change in responses by education/employment status

(N=468)		EDUCATION		EMPLOYMENT	
The work itself	Good		-13%		3%
	Poor		180%		-17%
Work environment	Good		-11%		-6%
	Poor		91%		29%
Number of hours	Good		-7%		-2%
	Poor		48%		8%
Impact on mental health	Good		-15%		-6%
	Poor		47%		10%
Job security	Good		-6%		0%
	Poor		42%		0%
Work-life balance	Good		-3%		-1%
	Poor		20%		2%
Flexibility	Good		-2%		9%
	Poor		11%		-25%
Opportunities to progress	Good		-4%		16%
	Poor		10%		-24%
Impact on physical health	Good		-6%		-5%
	Poor		6%		-5%
Feeling valued and supported	Good		-1%		12%
	Poor		4%		-29%
On the job training	Good		0%		3%
	Poor		0%		-7%
Pay	Good		4%		14%
	Poor		-20%		-37%
Using your skills well	Good		9%		0%
	Poor		-24%		0%

Source: IES two-wave survey of young people, 2021



05 NATION

























































Nation

This chapter outlines the findings from the young people survey analysed by the nation where respondents lived. For each section of the survey, the analysis looks at variation in responses across England, Northern Ireland, Scotland, and Wales.

Sociodemographic make-up

The sociodemographic make-up for respondents to the survey from each nation is presented in Table 37 below. It should be noted that there was larger representation of young people from minority ethnic groups across nations with the exception of Northern Ireland, compared with the population of young people in each nation. There was also notably higher representation of young disabled people and those not in education or employment in Northern Ireland and Wales. Across nations, with the exception of England, there are imbalances in gender representation (and due to the small sample size, it is not possible to comment on non-binary/other young people). The analysis presented in this chapter notes where data skews may have implications in reading the findings.

Table 37 Sociodemographic make-up, rate of respondents by nation

		ENGLAND	N. IRELAND	SCOTLAND	WALES
AGE	16-18	 29%	 10%	 20%	 16%
	19-21	 39%	 45%	 37%	 34%
	22-25	 32%	 45%	 43%	 50%
GENDER	Woman	 51%	 39%	 59%	 41%
	Man	 48%	 60%	 39%	 56%
	Non-binary / other	 1%	 0%	 2%	 2%
ETHNICITY	Minority ethnic group	 32%	 4%	 16%	 12%
	White ethnic group	 67%	 96%	 84%	 88%
DISABILITY	No	 83%	 53%	 79%	 72%
	Yes	 17%	 47%	 21%	 28%
EDUCATION AND EMPLOYMENT STATUS	College, further education, or training	 24%	 29%	 41%	 32%
	Higher education	 51%	 8%	 29%	 11%
	Only employment	 20%	 12%	 24%	 19%
	Not in education nor employment	 5%	 51%	 6%	 38%

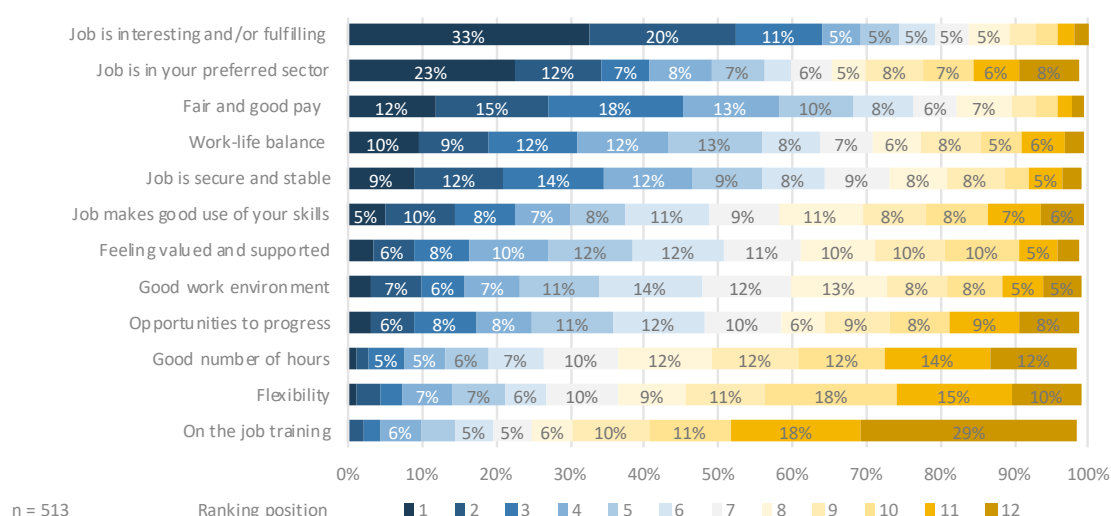
Source: IES two-wave survey of young people, 2021

Young people's views of good work

We asked young people in the survey to rank twelve dimensions of the quality of work, from most important to least important. Across the four nations a job that is interesting and fulfilling, and that is in young people's preferred sector were the top two factors selected by respondents, while flexibility and on-the-job training were the bottom two. Interestingly, good pay, security and stability, and work-life balance were the top priority only for around one in ten young people on average. It is important to note that the ranking does not necessarily indicate that young people do not value certain factors, or value them less, just that when asked to rank these factors they chose certain aspects of work over others.

There were notable variations across nations in the rate of responses for each of the top factors. In England a third of young people said a job that is interesting and fulfilling was their top priority for good quality work (33%), followed by under a quarter selecting a job that is in their preferred sector as a top priority (23%). Pay, work-life balance, and security and stability were among the top three factors for around three to four in ten young people. On-the-job training came last, with around three in ten respondents selecting it as their bottom priority (29%).

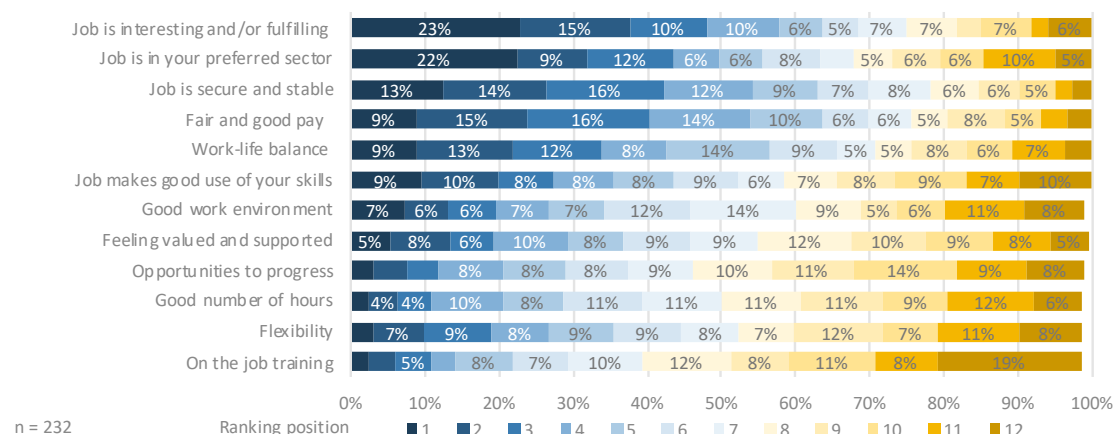
Ranking of good quality work factors, rate of respondents, England



Source IES two-wave survey of young people, 2021

In Northern Ireland, the rate of young people selecting a job that is interesting and fulfilling as their top priority for good quality work was lower compared with England (23%), while there was a similar rate for those selecting a job that is in their preferred sector (22%). Pay and work-life balance were among the top three factors for four in ten young people, and work-life balance was a top factor for a third of respondents. On-the-job training came last, with around two in ten respondents selecting it as their bottom priority (19%), a lower rate compared with England. The variations in rates and order of preference may be related to the higher representation in the survey of disabled young people and young people not in education or employment in Northern Ireland.

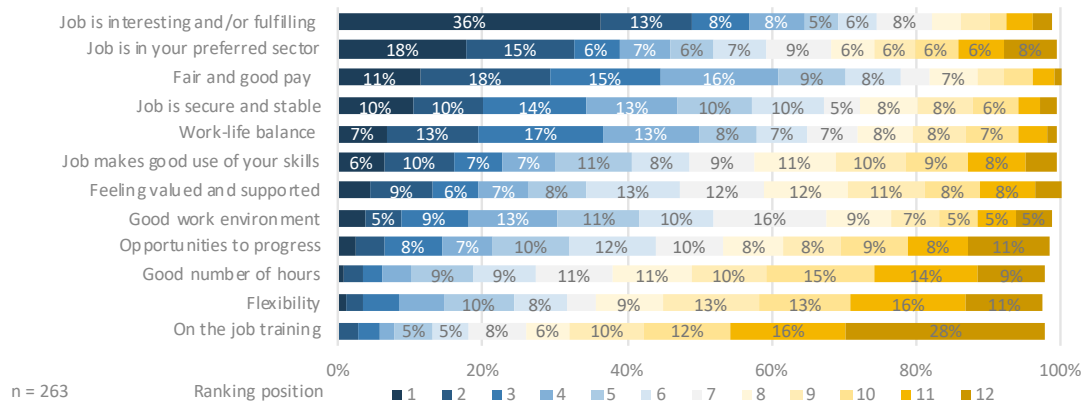
Ranking of good quality work factors, rate of respondents, Northern Ireland



Source IES two-wave survey of young people, 2021

In Scotland, the rate of young people selecting 'a job that is interesting and fulfilling' as their top priority for good quality work was similar to England (36%), while there was a lower rate for those selecting 'a job that is in your preferred sector' (18%). The rate of respondents including pay and work-life balance among the top three factors was also similar to England. On-the-job training came last, with around three in ten respondents selecting it as their bottom priority (28%), a similar rate to England.

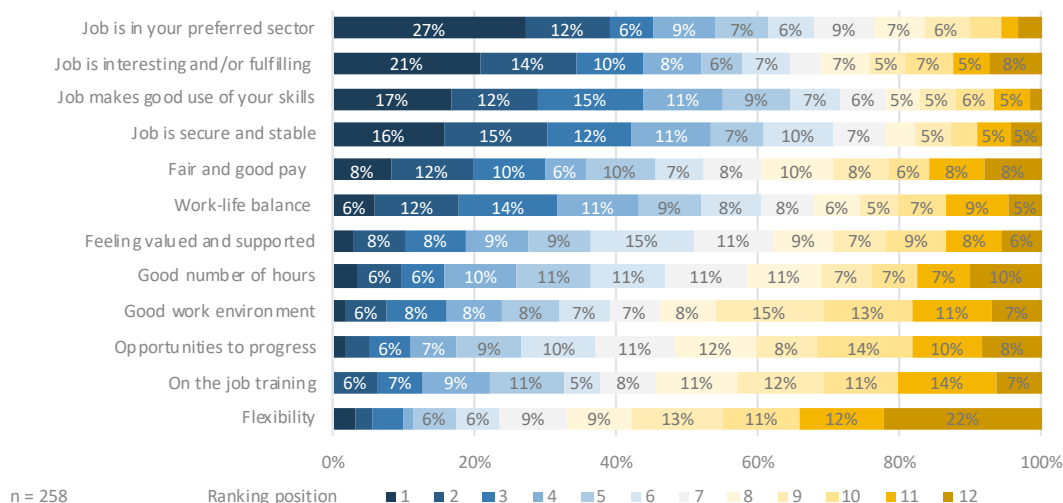
Ranking of good quality work factors, rate of respondents, Scotland



Source IES two-wave survey of young people, 2021

In Wales, the rate of young people selecting 'a job that is interesting and fulfilling' (27%) and 'a job that is in your preferred sector' (21%) as their top priority for good quality work was similar to Northern Ireland. Pay was among the top three factors for over four in ten young people (44%). For over a third of respondents, job security and stability (34%) and work-life balance (37%) was among the top three factors. On-the-job training came last, with around three in ten respondents selecting it as their bottom priority (22%). As for Northern Ireland, the variations in rates and order of preference compared with other nations may be related to the higher representation in the survey of disabled young people and young people not in education or employment from Wales.

Ranking of good quality work factors, rate of respondents, Wales



Source IES two-wave survey of young people, 2021

Factors influencing access to good work

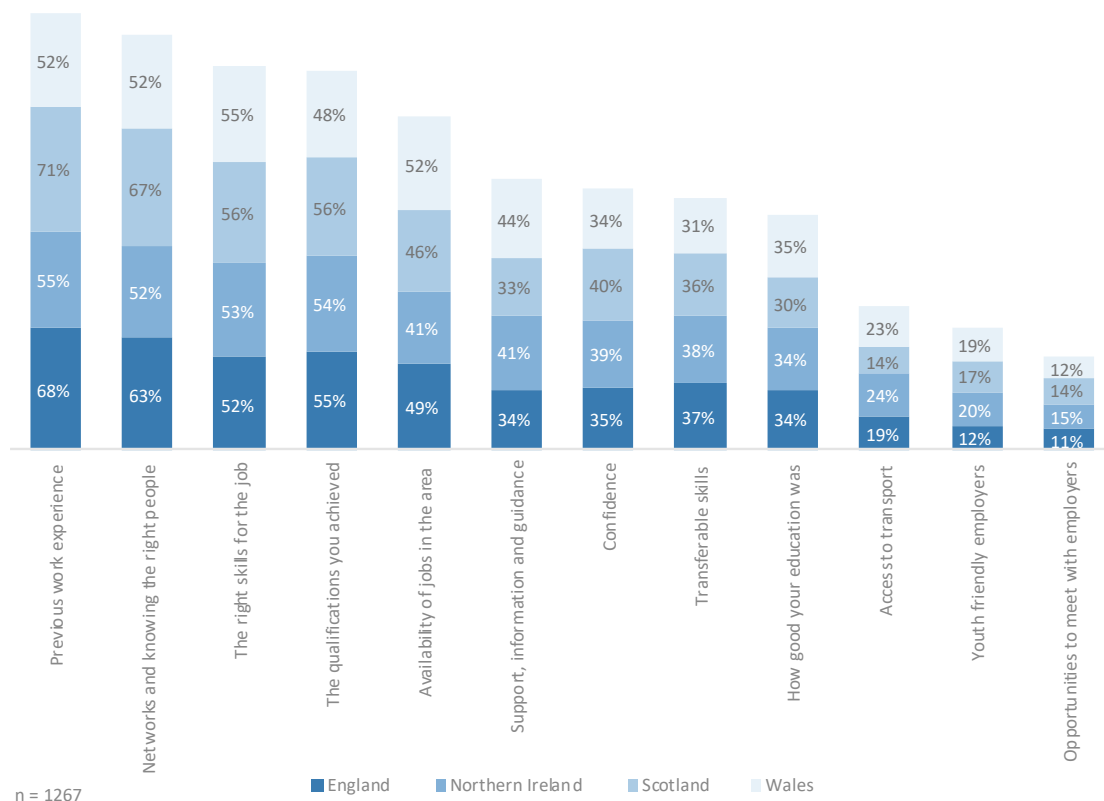
Enabling factors

The survey asked young people to select what they viewed as the five most important factors, out of a list of twelve factors, that support them to access good quality work. Across the four nations, previous work experience, access to networks, having the right skills and qualifications, and availability of opportunities in the local area were the five factors most frequently selected by young people.

There were notable variations across nations in the rate of responses for each of the top factors. For example, while around or over two thirds of young people in England and Scotland felt that previous work experience (68% and 71% respectively) and access to networks (63% and 67% respectively) were key factors, in Northern Ireland and Wales this went down to around half of respondents for previous work experience (55% and 52% respectively) and for access to networks (52% for both Northern Ireland and Wales).

Similarly, while availability of jobs in the local area was a key factor for around five in ten respondents in England and Wales (49% and 52% respectively) this dropped to four in ten young people in Northern Ireland (41%). On the other hand, a higher rate of young people in Northern Ireland and Wales (24% and 23% respectively) felt that access to transport was a key factor, compared with young people in England and Scotland (19% and 14%).

Figure 26 'Select the five most important factors that support access to good quality work', rate of respondents by nation



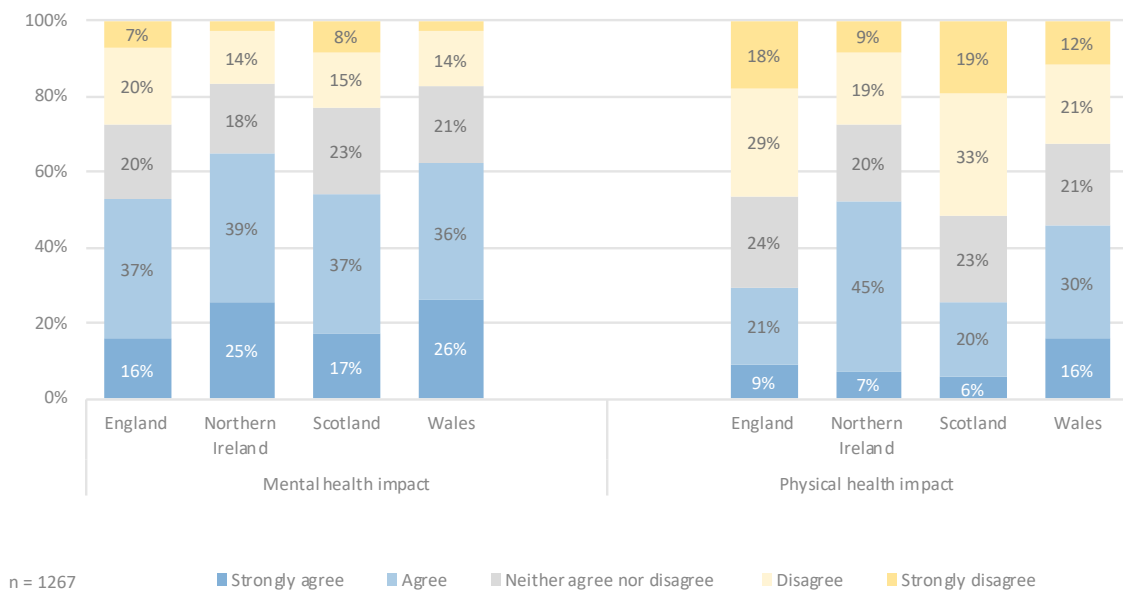
Source: IES two-wave survey of young people, 2021

Impact of health

The survey asked young people whether mental and/or physical health had an impact on their ability to access good quality work. Across the four nations, the majority of young people strongly agreed or agreed that mental health had an impact. Agreement was highest in Northern Ireland (64%) and Wales (62%), which may be related to the higher representation in the survey of young disabled people in these nations.

When asked about the impact of physical health, just under a third of young people in England (30%) and just above a quarter in Scotland (26%) strongly agreed or agreed that it had an impact on their ability to access good quality work, while the rate was much higher in Northern Ireland (52%) and Wales (46%). Again, this may be related to the higher representation of young disabled people in these nations.

Figure 27 'Mental/physical health has an impact on my ability to access good quality work', rate of respondents by nation



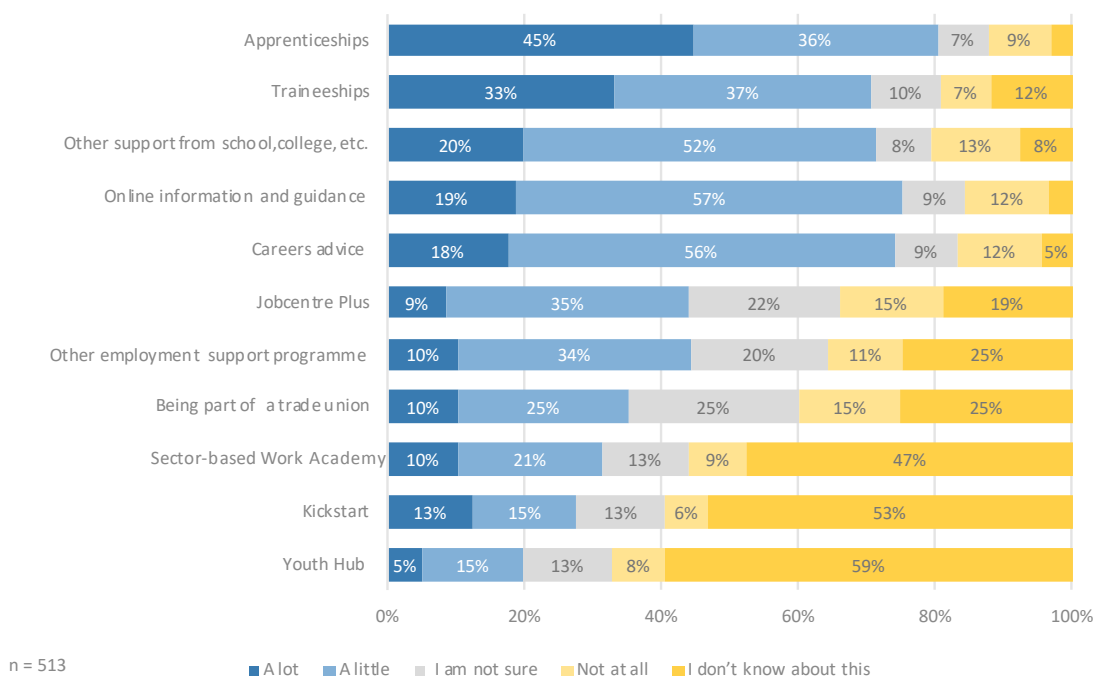
Source: IES two-wave survey of young people, 2021

Young people's views of support

When asked about what they viewed as the most useful types of support in helping them access good quality work, young people across the four nations selected apprenticeships, traineeships, careers advice, other types of support from their education provider, and online information and guidance as their top choices for support they found very helpful or a little helpful. However, there were differences across nations in the order of preference.

In England, over four in ten young people found support accessed through apprenticeships to be very useful (45%), followed by a third who said support from a traineeship was very useful (33%), and around a fifth who felt the same about other support from their education provider (20%), online information and guidance (19%) and careers advice (18%). It is notable under two in ten young people viewed careers advice as being very useful in helping them access good quality opportunities.

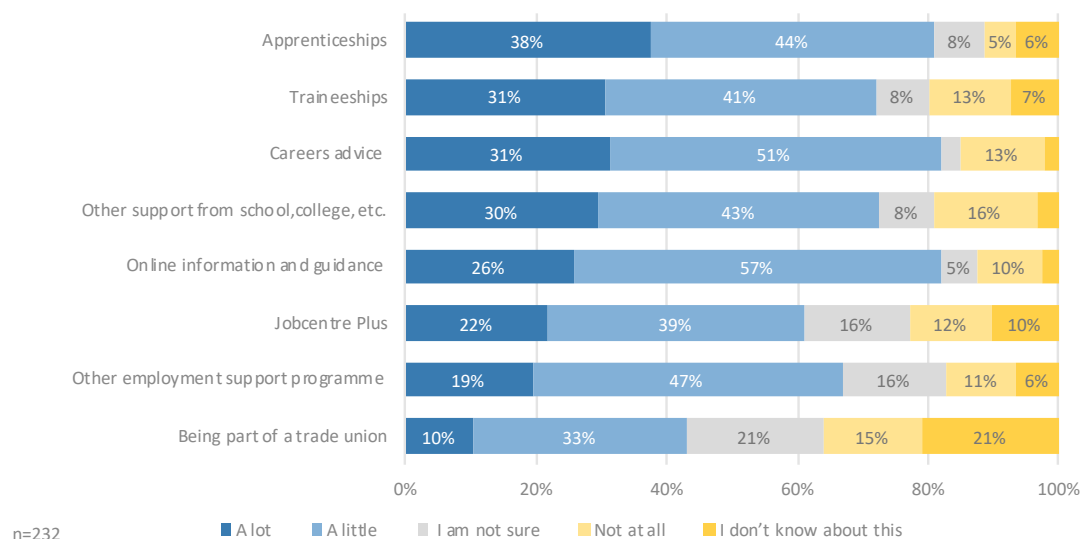
Figure 28 'How much can the following types of support help you in accessing good quality work?' Rate of respondents, England



Source: IES two-wave survey of young people, 2021

In Northern Ireland, support accessed through an apprenticeship or traineeship was also viewed as the most useful. However, a lower rate of young people viewed it as very useful (38% for apprenticeships and 31% for traineeships for Northern Ireland, compared with 45% and 33% respectively for England). On the other hand, a higher proportion of respondents felt that careers advice was very useful (31%) compared with England. This may be related to the higher representation in the survey of young disabled people and young people not in education or employment for the nation.

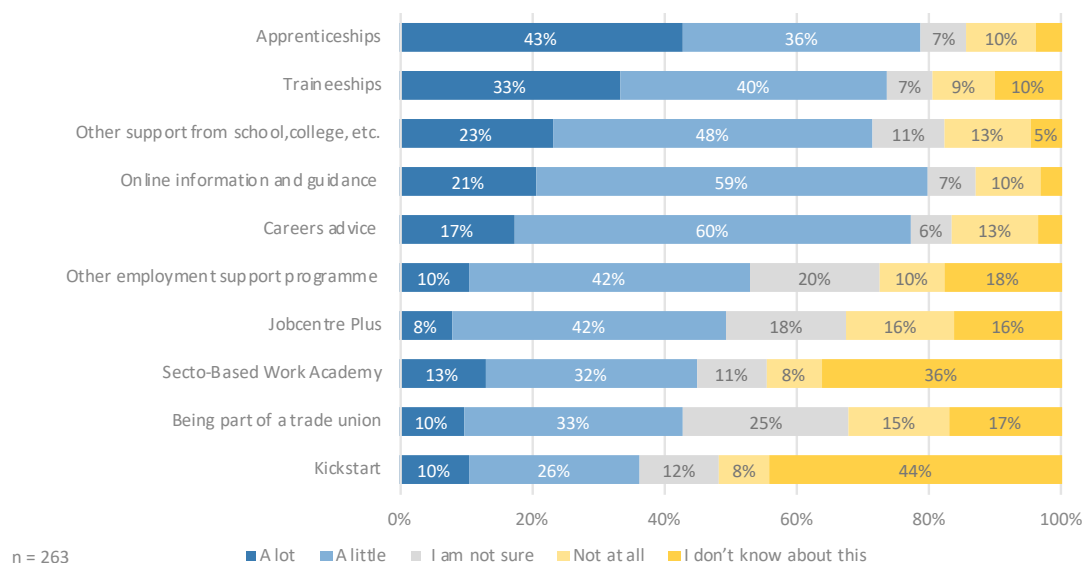
Figure 29 'How much can the following types of support help you in accessing good quality work?' Rate of respondents, Northern Ireland



Source: IES two-wave survey of young people, 2021

In Scotland, respondents showed similar trends to young people in England. Over four in ten young people said support accessed through apprenticeships was very useful (43%), followed by a third that said support from a traineeship was very useful (33%), and around a fifth that felt so about other support from their education provider (23%), online information and guidance (21%) and careers advice (17%). As for England, it is notable that under two in ten young people in Scotland viewed careers advice as being very useful in helping them access good quality opportunities.

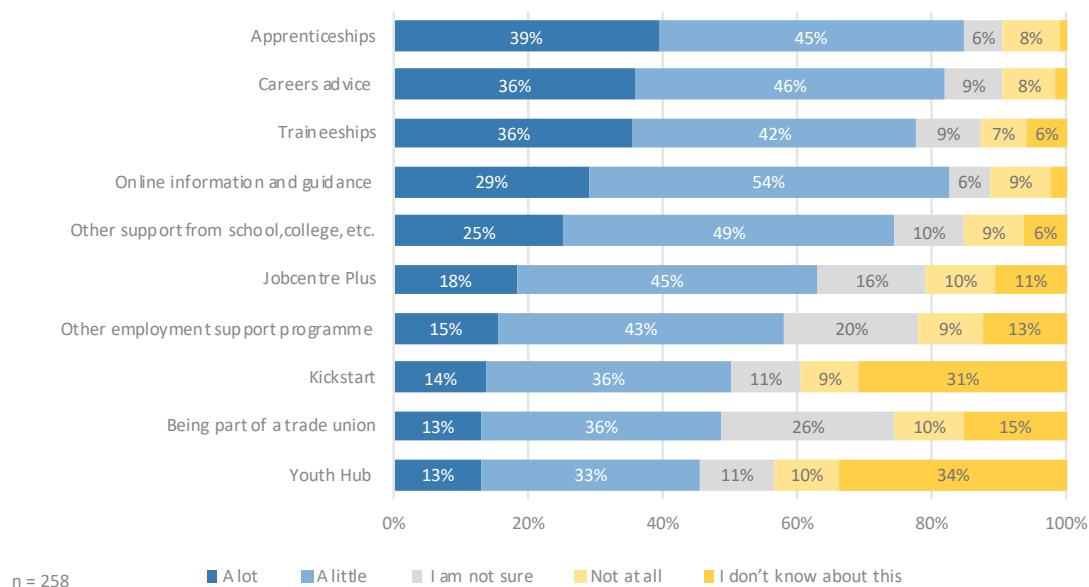
Figure 30 'How much can the following types of support help you in accessing good quality work?' Rate of respondents, Scotland



Source: IES two-wave survey of young people, 2021

Young people in Wales displayed the highest rate, out of all nations, of respondents saying they found careers advice to be very useful, at 36%, on a par with those saying support accessed through traineeships was very useful. Support accessed through an apprenticeship still came first, with just under four in ten young people saying they viewed it as very useful (39%), while over a quarter said online information and guidance was very useful (29%), and a quarter said so for other support from their education provider (25%).

Figure 31 'How much can the following types of support help you in accessing good quality work?' Rate of respondents, Wales



Source: IES two-wave survey of young people, 2021

Young people's experiences of work

The survey asked young people whether they had experience of work, whether through a job or other work experience. The vast majority of respondents across the four nations had some form of work experience, with the highest number in England and Scotland (81 and 80% of respondents respectively), followed by Wales (78%), and Northern Ireland (73%). It should be noted that there was a higher representation of young people not in education nor employment in Northern Ireland, and this may have implications for these findings.

Table 38 Job/work experience by nation, rate of respondents

HAVE YOU HAD A JOB OR WORK EXPERIENCE	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES
YES	81%	73%	80%	78%
NO	19%	27%	20%	22%

Source: IES two-wave survey of young people, 2021

Among respondents who had experience of work, in England and Northern Ireland around half had one to two experiences (51% and 53% respectively). In Scotland and Wales this was lower (39% and 45%), and respondents in these nations were more likely to have more than four experiences (25% and 29%) compared with peers in England and Northern Ireland (20% and 9%).

































Table 39 Number of job/work experience by nation, rate of respondents

HOW MANY WORK EXPERIENCES OR JOBS HAVE YOU HAD?	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES
1 to 2	51%	53%	39%	45%
3 to 4	29%	38%	36%	26%
5+	20%	9%	25%	29%

Source: IES two-wave survey of young people, 2021

Respondents in Scotland and England were more likely to have experience of a part-time job (43% and 36% respectively), while those in Wales and Northern Ireland were more likely to have experience of a full-time job (46% and 39%). A larger proportion of young people in England had experience of an unpaid work placement or a temporary/fixed term job (14% and 10%) compared with all other nations (all less than 10%), while the highest rate of young people who had experience of a paid work placement was in Northern Ireland (12%).









Table 40 Type of job/work experience by nation, rate of respondents

WHAT IS YOUR MOST RECENT EXPERIENCE OF WORK?	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES
Part-time job	 36%	 30%	 34%	 25%
Full-time job	 23%	 39%	 30%	 46%
Unpaid work placement	 14%	 8%	 9%	 8%
Temporary / fixed term job	 10%	 4%	 7%	 6%
Paid work placement	 7%	 12%	 4%	 4%
Internship	 7%	 2%	 3%	 7%
Apprenticeship	 3%	 2%	 2%	 3%
Traineeship	 1%	 3%	 2%	 2%

Source: IES two-wave survey of young people, 2021

Across the four nations, the majority of respondents were still in their most recent job or work experience. This was higher in Northern Ireland and Scotland (61% and 62% respectively) compared with England and Wales (51% and 55%).

Table 41 Currently in job/work experience by nation, rate of respondents

ARE YOU STILL IN THIS WORK?	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES
YES	 51%	 61%	 62%	 55%
NO	 49%	 39%	 38%	 45%

Source: IES two-wave survey of young people, 2021

Across the four nations, retail, hospitality, education and healthcare were the top industries where young people worked, with half of respondents in England and Scotland working in one of these industries (50% and 51% respectively), and over four in ten in Northern Ireland and Wales (41% and 47%).

In terms of variation across nations, England and Northern Ireland had higher proportions of young people with experience in retail (21% and 19%) compared with Scotland and Wales (15% respectively), while the latter had a higher proportion of young people with experience in healthcare (11% and 10% compared with 8% and 7% for England and Northern Ireland). Northern Ireland and Wales displayed the highest rate of respondents working in information technology (8% and 9%), over double the rate of England and Scotland (4% and 3%).

Table 42 Industry of job/work experience by nation, rate of respondents

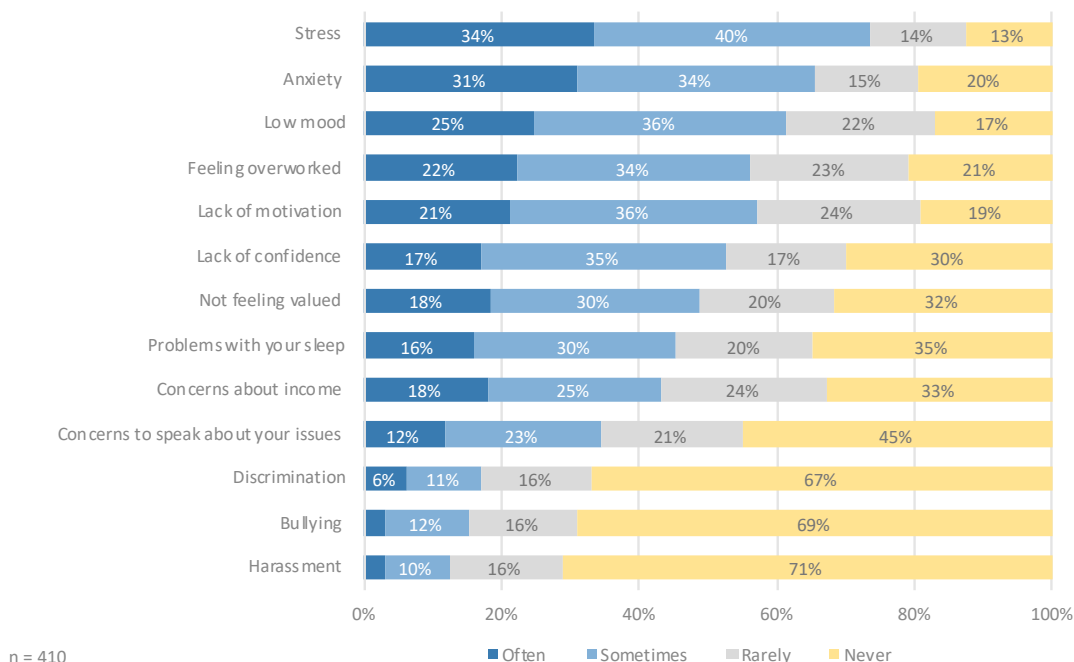
WHAT SECTOR IS THIS WORK IN?	ENGLAND	NORTHERN IRELAND	SCOTLAND	WALES
Retail	21%	19%	15%	15%
Hospitality and events management	11%	8%	14%	11%
Education	10%	7%	11%	11%
Healthcare	8%	7%	11%	10%
Other sector	7%	3%	10%	5%
Charity and voluntary work	5%	4%	2%	5%
Accountancy, banking and finance	5%	6%	5%	3%
Engineering and manufacturing	4%	4%	5%	3%
Information technology	4%	8%	3%	9%
Leisure, sport and tourism	4%	1%	2%	2%
Business, consulting and management	3%	4%	3%	2%
Creative arts and design	3%	5%	3%	5%
Marketing, advertising and PR	3%	1%	2%	5%
Sales	2%	2%	1%	1%
Public service and administration	2%	1%	4%	4%

Source: IES two-wave survey of young people, 2021

The survey asked young people about their health and wellbeing at work. In England, Northern Ireland and Scotland stress, anxiety, low mood and feeling overworked were issues that a half to over two-thirds of young people experienced often or sometimes. Wales displayed a somewhat different trend, with lack of confidence as the third most common issue reported. As with other questions in the survey, there were some variations across nations in the rates of respondents for each of the top answers.

In England, around a third of respondents reported experiencing stress and anxiety related to work often (34% and 31%), a quarter reported feeling low mood often (25%), and around a fifth said so about feeling overworked (22%) and lacking motivation (21%). Upwards of one-third of respondents reported experiencing these issues sometimes, and around one-third also reported experiencing a lack of confidence, not feeling valued, and problems with sleep sometimes. Around one in ten respondents experienced bullying (12%), discrimination (11%), and harassment (10%) sometimes.

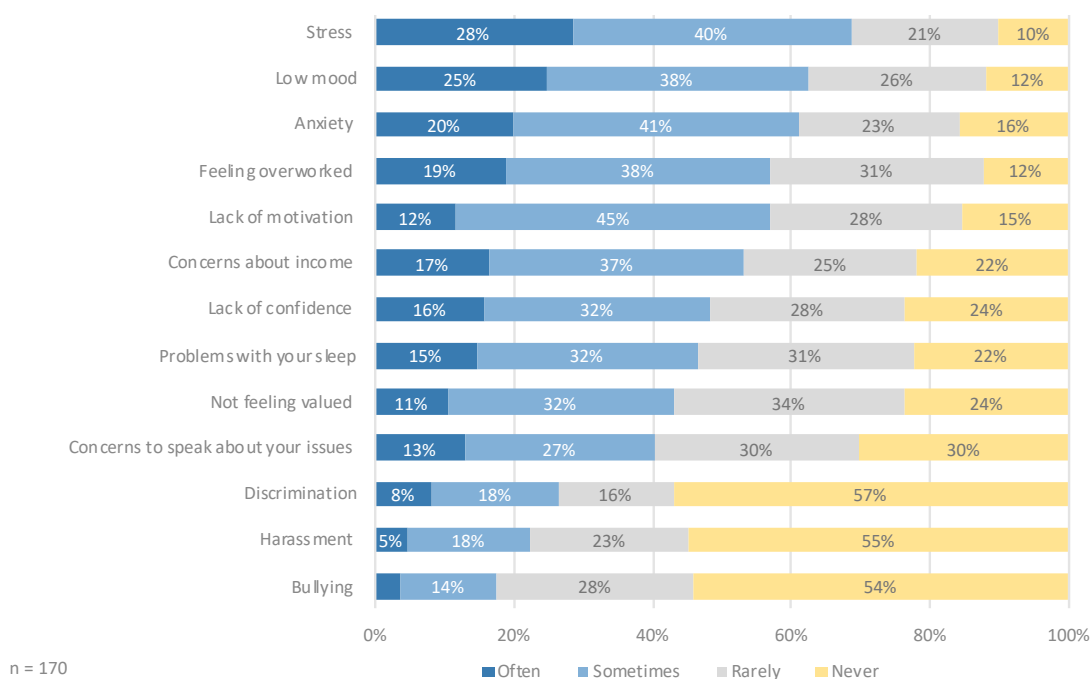
Figure 32 'Have you experienced any of the following in relation to work?' Rate of respondents, England



Source: IES two-wave survey of young people, 2021

In Northern Ireland, the rate of young people reporting work often having a negative impact on their wellbeing was generally lower compared with England. Still, about a quarter reported experiencing stress and low mood often (28% and 25%), and around a fifth said they experienced anxiety and feeling overworked often (20% and 19%). On the other hand, a greater proportion of young people reported experiencing these issues sometimes compared with England, where it was around one in four. Similarly to England, around a third also reported lack of confidence, problems with sleep, and not feeling valued sometimes. Additionally, over a third reported having concerns about income sometimes (37%). Close to two in ten respondents reported experiencing discrimination and harassment sometimes (18% respectively), and over one in ten said so about bullying (14%). Notably, close to one in ten respondents said they experienced discrimination often (8%).

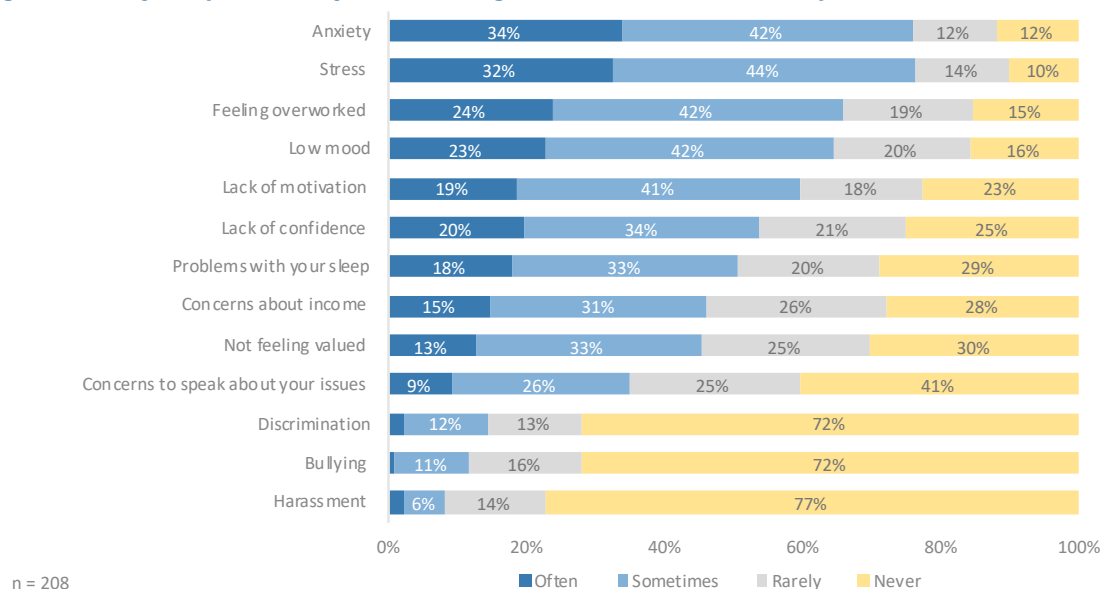
Figure 33 'Have you experienced any of the following in relation to work?' Rate of respondents, Northern Ireland



Source: IES two-wave survey of young people, 2021

Scotland displayed similar trends to England, with around a third of respondents reporting experiencing anxiety often (34%) and stress often (32%), around a quarter saying they often felt overworked (24%) and experienced low mood (23%), and around a fifth saying they often lacked confidence (20%) and motivation (19%). Similarly to England and Northern Ireland, a third also reported problems with sleep and not feeling valued sometimes (33% respectively). As in England, around one in ten respondents reported experiencing discrimination (12%) and bullying sometimes (11%).

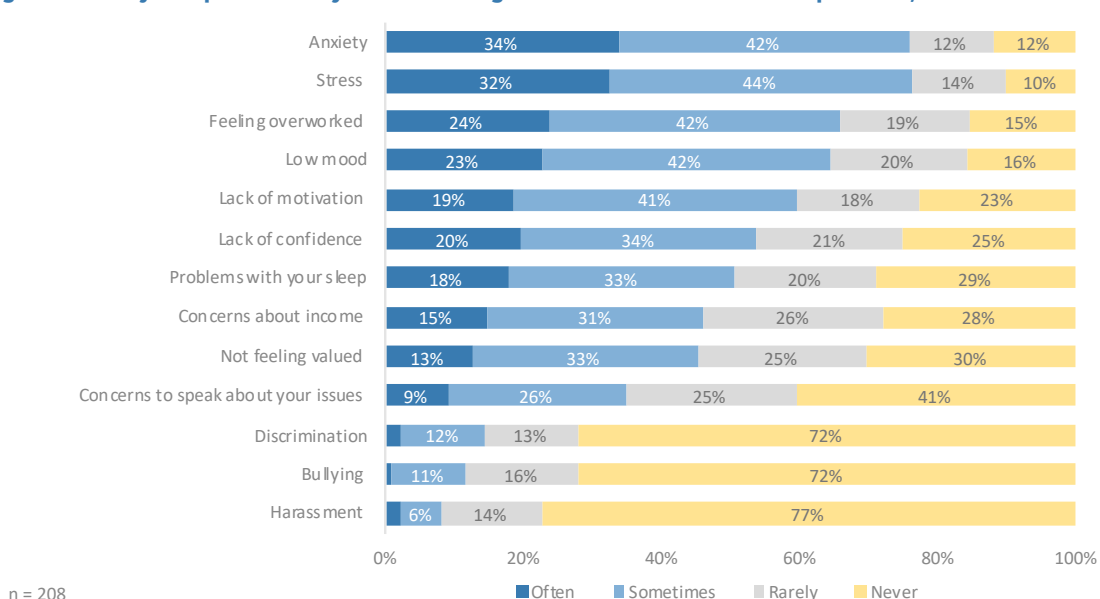
Figure 34 'Have you experienced any of the following in relation to work?' Rate of respondents, Scotland



Source: IES two-wave survey of young people, 2021

In Wales, stress and anxiety were the issues most often reported by young people, with similar rates to England and Scotland for those who experienced these issues often (35% and 31% respectively). The third most reported issue that young people in Wales experienced often was lack of confidence (29%), the highest rate out of all four nations for this answer. Young people in Wales also showed the highest rate of respondents saying they had concerns about income often (24%). Over a quarter felt overworked often (26%), and around or above a fifth reported they often lacked motivation (22%), had problems with sleep (20%), and had concerns over speaking about their issues (19%), the highest rates out of all countries. Wales also displayed the highest rates of young people reporting they experienced discrimination, harassment and bullying often, with over one in ten reporting these issues (12%, 12%, and 11% respectively), while over two in ten said they experienced discrimination and bullying sometimes (23% and 22%).

Figure 35 'Have you experienced any of the following in relation to work?' Rate of respondents, Wales

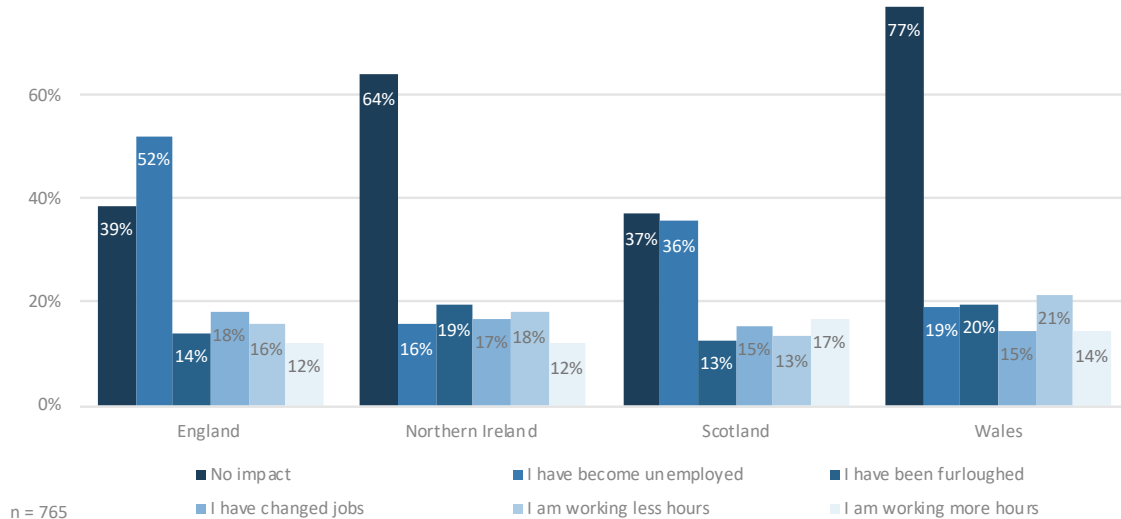


Source: IES two-wave survey of young people, 2021

The impact of the pandemic

The survey asked young people who had been in a job or work experience just before the Covid-19 pandemic whether the pandemic had an impact on their employment. Respondents were asked to select all relevant options (eg becoming unemployed and then changing jobs). There were stark variations across countries, with the great majority of young people in Northern Ireland and Wales saying the pandemic did not have an impact on their employment (64% and 77% respectively), compared with just under four in ten in England and Scotland (39% and 37%). England had the highest rate of respondents who had become unemployed (52%), followed by Scotland (36%), while Northern Ireland and Wales had the lowest (16% and 19% respectively).

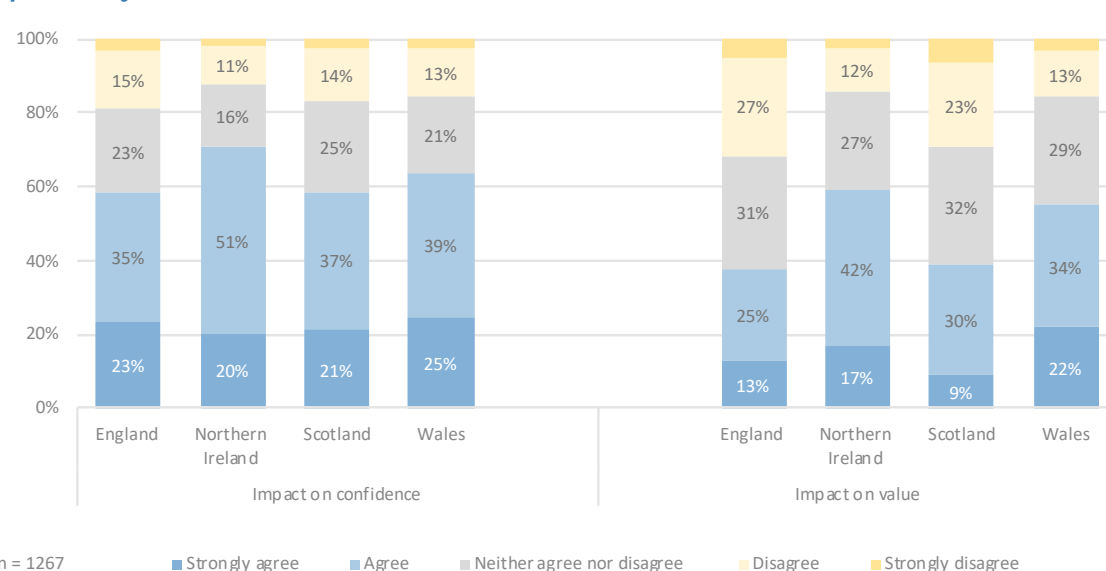
Figure 36 'Has Covid-19 had an impact on your employment?' Rate of respondents by nation



Source: IES two-wave survey of young people, 2021

Despite Northern Ireland and Wales showing the lowest impact of the pandemic on the status of young people who were in a job or work experience, when all respondents in the survey were asked about whether the pandemic had negatively affected their confidence and values around accessing good quality work, young people in these two nations were more likely to agree. This may be related to the higher representation of disabled young people and young people not in education or employment in these nations. In terms of impact on confidence, agreement was strongest in Northern Ireland (71% strongly agreeing or agreeing), followed by Wales (64%), and Scotland and England (58% respectively). Similarly, impact on how young people value the quality of work was strongest in Northern Ireland and Wales (59% and 56%), and lowest in England and Scotland (38% and 39%).

Figure 37 'Covid-19 had a negative impact on how confident I feel about accessing good work/how I value the quality of work' Rate of respondents by nation



Source: IES two-wave survey of young people, 2021

Young people who were in employment both before and after the Covid-19 crisis, whether in the same or a different job, were asked to rate the quality of their working conditions across a range of dimensions before and after the pandemic. Across all nations, the majority of young people in work reported good conditions both before and after the pandemic. However, there was also an increase in young people reporting poor working conditions after the pandemic compared with before, across the majority of dimensions.

Before the pandemic, young people were more likely to report good conditions across the quality of the work itself, job security, number of hours, work environment, flexibility, work-life balance and pay. Around eight to nine in ten young people reported good conditions for these dimensions across the four nations. After the pandemic, young people were more likely to report poor conditions across impact on mental health and opportunities to progress, with around a quarter to a third of young people reporting poor conditions for these dimensions across the four nations. As in other sections, there were notable variations across nations. For example, around a third of young people reported poor conditions for the impact of work on physical health in England, compared with less than two in ten in Scotland.

























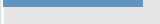
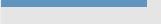
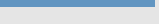
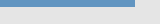







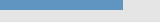




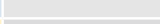
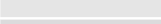
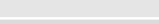
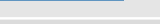




















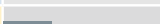
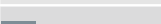
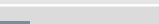
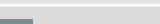












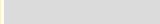
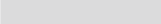
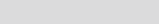
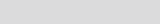





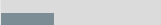
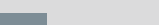
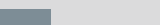





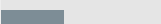
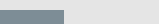
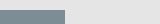




Table 43 Quality of working conditions before the Covid-19 pandemic, rate of respondents by nation

(N=466)		ENGLAND	N. IRELAND	SCOTLAND	WALES
The work itself	Good	87%	92%	95%	84%
	Poor	13%	8%	5%	16%
Job security	Good	83%	83%	83%	81%
	Poor	17%	17%	17%	19%
Number of hours	Good	82%	83%	89%	79%
	Poor	18%	17%	11%	21%
Work environment	Good	82%	86%	89%	86%
	Poor	17%	14%	11%	15%
Flexibility	Good	81%	75%	79%	77%
	Poor	19%	23%	21%	23%
Work-life balance	Good	80%	83%	89%	74%
	Poor	19%	17%	11%	26%
Pay	Good	77%	80%	83%	79%
	Poor	24%	20%	17%	21%
On the job training	Good	74%	79%	72%	77%
	Poor	26%	21%	28%	23%
Using your skills well	Good	73%	79%	76%	75%
	Poor	27%	20%	24%	24%
Feeling valued and supported	Good	71%	82%	79%	78%
	Poor	29%	18%	21%	22%
Impact on physical health	Good	69%	74%	81%	75%
	Poor	31%	26%	18%	25%
Impact on mental health	Good	65%	76%	74%	63%
	Poor	34%	24%	25%	37%
Opportunities to progress	Good	64%	75%	65%	64%
	Poor	35%	25%	35%	36%

Source: IES two-wave survey of young people, 2021

After the pandemic, young people were more likely to report good conditions across the work itself, pay, and flexibility, with around eight to nine in ten young people reporting good conditions for these dimensions across the four nations. Young people were instead more likely to report poor conditions across impact on mental and physical health and opportunities to progress, with around a third to four in ten young people reporting poor conditions for these dimensions across the four nations. As in other sections, there were notable variations across nations. For example, around a quarter of young people reported poor conditions for work-life balance in England, Northern Ireland, and Wales compared with just above one in ten in Scotland.









































































































Table 44 Quality of working conditions after the Covid-19 pandemic, rate of respondents by nation

(N=466)		ENGLAND	N. IRELAND	SCOTLAND	WALES
The work itself	Good	 86%	 87%	 87%	 83%
	Poor	 15%	 13%	 13%	 17%
Pay	Good	 84%	 76%	 94%	 76%
	Poor	 17%	 24%	 6%	 24%
Job security	Good	 78%	 74%	 90%	 72%
	Poor	 23%	 26%	 10%	 28%
Flexibility	Good	 78%	 81%	 89%	 80%
	Poor	 23%	 19%	 11%	 20%
Work-life balance	Good	 77%	 73%	 87%	 73%
	Poor	 23%	 27%	 13%	 27%
Feeling valued and supported	Good	 77%	 81%	 83%	 74%
	Poor	 23%	 19%	 16%	 26%
Using your skills well	Good	 75%	 83%	 79%	 73%
	Poor	 25%	 17%	 21%	 26%
Number of hours	Good	 74%	 76%	 87%	 80%
	Poor	 26%	 24%	 13%	 20%
Work environment	Good	 72%	 81%	 81%	 77%
	Poor	 27%	 19%	 19%	 23%
On the job training	Good	 71%	 77%	 78%	 76%
	Poor	 29%	 23%	 22%	 24%
Impact on physical health	Good	 63%	 68%	 74%	 68%
	Poor	 37%	 32%	 26%	 32%
Opportunities to progress	Good	 61%	 71%	 71%	 67%
	Poor	 39%	 29%	 29%	 33%
Impact on mental health	Good	 58%	 65%	 62%	 59%
	Poor	 42%	 35%	 38%	 41%

Source: IES two-wave survey of young people, 2021

When looking at the variation in the rate of responses for good and poor conditions between before and after the pandemic, it emerges that a higher number of young people reported poor conditions after the pandemic compared with before, across the majority of the quality dimensions. In particular, the largest increase in respondents reporting poor conditions was for work environment, number of hours, job security, impact on mental health, and impact on physical health, across the four nations. In terms of rate of variation there were notable differences across nations. For example, for the work itself, there was a 57% increase in respondents reporting poor conditions in Northern Ireland, and a 150% increase in Scotland, compared with just 18% in England and 7% in Wales. Similarly, 64% more respondents reported poor conditions for work-life balance in Northern Ireland, compared with just 4% in Wales.

Table 45 Difference in the quality of working conditions between before the pandemic and after it, change in responses by nation

(N=466)		ENGLAND	N.IRELAND	SCOTLAND	WALES
The work itself	Good	 -13%	 -6%	 -9%	 -10%
	Poor	 66%	 33%	 75%	 57%
Work environment	Good	 -10%	 -9%	 -3%	 1%
	Poor	 48%	 43%	 25%	 -5%
Number of hours	Good	 -6%	 -11%	 9%	 -12%
	Poor	 38%	 57%	 -42%	 50%
Impact on mental health	Good	 -10%	 -14%	 -17%	 -7%
	Poor	 22%	 45%	 54%	 11%
Job security	Good	 -4%	 8%	 12%	 4%
	Poor	 21%	 -16%	 -48%	 -14%
Work-life balance	Good	 -4%	 -13%	 -13%	 -1%
	Poor	 21%	 64%	 17%	 4%
Flexibility	Good	 -8%	 -8%	 -9%	 -8%
	Poor	 19%	 23%	 45%	 25%
Opportunities to progress	Good	 -2%	 -5%	 -8%	 -1%
	Poor	 18%	 57%	 150%	 7%
Impact on physical health	Good	 -4%	 -2%	 7%	 -1%
	Poor	 13%	 6%	 -19%	 5%
Feeling valued and supported	Good	 -4%	 -5%	 10%	 5%
	Poor	 11%	 14%	 -18%	 -9%
On the job training	Good	 4%	 6%	 4%	 -3%
	Poor	 -9%	 -18%	 -11%	 9%
Pay	Good	 8%	 -1%	 6%	 -5%
	Poor	 -18%	 7%	 -25%	 19%
Using your skills well	Good	 10%	 -4%	 13%	 -4%
	Poor	 -29%	 18%	 -63%	 15%

Source: IES two-wave survey of young people, 2021

Appendix - Questionnaire

Sociodemographic questions

1. **What is your age?**
16-18
19-21
22-25

2. **Which gender do you self-identify with?**
Female
Male
Non-binary
Other (please specify)
Prefer not to say

3. **What is your ethnic group?**
White English/Welsh/Scottish/Northern Irish/British
White Irish
Any other white background
Indian
Pakistani
Bangladeshi
Chinese
Any other Asian background
African
Caribbean
Any other Black/African/Caribbean background
Mixed/multiple ethnic background
Any other ethnic background

4. **Do you have an impairment, disability or health condition?**
Yes
No
Prefer not to say
(If yes to previous Q) Does it reduce your ability to carry out day to day activities?
 Yes, a lot
 Yes, a little
 No

5. **Where do you live?**
England
Wales
Scotland
Northern Ireland

6. **What is your highest qualification?**
No qualification
Entry level qualification
Level 1 (GCSE D-G, first certificate, etc.)
Level 2 (GCSE A*-C, intermediate apprenticeship, etc.)
Level 3 (A-level, advanced apprenticeship, etc.)
Level 4 (CertHE, HNC, higher apprenticeship, etc.)
Level 5 (DipHE, foundation degree, HND, etc.)
Level 6 (bachelor degree, degree apprenticeship, graduate diploma, etc.)
Level 7 (master's degree, postgraduate diploma, etc.)
Level 8 (doctorate, etc.)
Prefer not to say

How young people define 'quality'

7. Rank the following aspects for what 'good quality work' means to you, from most important (at the top) to least important (at the bottom):

- Job is in your preferred sector
- Job is interesting and/or fulfilling
- Job makes good use of your skills
- Job is secure and stable
- Fair and good pay
- Work-life balance
- Flexibility
- Sufficient hours
- Feeling valued and supported
- On the job training
- Opportunities to progress
- Good work environment
- Other (please specify)

Factors supporting access to good work

8. Select the four most important things in accessing a good quality job

- Networks and knowing the right people
- Support, information and guidance
- How good your education was (eg. good teachers, mentors, etc.)
- The qualifications you achieved
- Previous work experience
- Relevant skills for the job
- Transferable skills (skills you can use in different jobs)
- Availability of jobs in the area
- Access to transport
- Confidence
- Youth friendly employers and employment practices
- Opportunities to meet with employers
- Other (please specify)

9. How much do you feel that the following can help you access better quality job opportunities in the long-term?

	A LOT	A LITTLE	NOT AT ALL	I AM NOT SURE	I DON'T KNOW ABOUT THIS
Kickstart					
Youth Hub					
Sector Based Work Academies					
Apprenticeships					
Traineeships					
Careers advice					
Jobcentre Plus support					
Other employment support programme					
Other support from school, college, or education provider					
Informal support (family, friends, etc)					
Leisure, sport and tourism					
Information technology					
Online information and guidance					

Re-routing question

10. Have you had a job or undertaken work experience?

- Yes
- No

Respondents with experience of work

Type of work

11. How many work experiences or jobs you have had?

- None
- 1-2
- 3-4
- 5+

What is your most recent experience of work?

- Apprenticeship
- Paid work placement
- Unpaid work placement
- Traineeship
- Internship
- Temporary/ fixed term job
- Part-time job
- Full-time job

12. Are you still in this work?

Yes
No

13. What sector is this work in?

Accountancy, banking and finance
Business, consulting and management
Charity and voluntary work
Creative arts and design
Education
Energy and utilities
Engineering and manufacturing
Environment and agriculture
Healthcare
Hospitality and events management
Information technology
Law enforcement and security
Leisure, sport and tourism
Marketing, advertising and PR
Media and internet
Property and construction
Public services and administration
Recruitment and HR
Retail
Sales
Science and pharmaceuticals
Social care
Transport and logistics

Impact of Covid-19

14. Has Covid-19 had an impact on your employment? (Select all relevant answers)

I have become unemployed
I have been furloughed
I have changed jobs
I am working less hours
I am working more hours
No impact

15. Please rate the following aspects of your experience of work before Covid-19:

	VERY GOOD	GOOD	POOR	VERY POOR
The work itself				
Pay				
Job security				
Work-life balance				
Number of hours				
Flexibility				
Feeling valued and supported				
Using your skills well				
On the job training				
Opportunities to progress				
Work environment				
Impact on mental health				
Impact on physical health				

16. Please rate the following aspects of your experience of work after Covid-19:

	VERY GOOD	GOOD	POOR	VERY POOR
The work itself				
Pay				
Job security				
Work-life balance				
Number of hours				
Flexibility				
Feeling valued and supported				
Using your skills well				
On the job training				
Opportunities to progress				
Work environment				
Impact on mental health				
Impact on physical health				

Impact on health

17. In your experience, how has work generally impacted the following aspects of your life

	IMPROVED A LOT	IMPROVED	NO IMPACT	WORSENER	WORSENER A LOT?
Mental health					
Physical health					
Confidence					
Motivation					

18. Have you experienced the following in relation to employment?

	OFTEN	SOMETIMES	RARELY	NEVER
Bullying				
Harassment				
Stress				
Anxiety				
Low mood				
Feeling overlooked				
Concerns about income				
Concerns to speak about your issues				
Lack of confidence				
Lack of motivation				
Not feeling valued				